



RIO DELL CITY COUNCIL
VIRTUAL MEETING AGENDA
REGULAR MEETING - 6:30 P.M.
TUESDAY, JULY 21, 2020
CITY COUNCIL CHAMBERS
675 WILDWOOD AVENUE, RIO DELL

WELCOME - Copies of this agenda, staff reports and other material available to the City Council are available at the City Clerk's office in City Hall, 675 Wildwood Avenue and available on the City's website at cityofriodell.ca.gov. Your City Government welcomes your interest and hopes you will attend and participate in Rio Dell City Council meetings often.

**SPECIAL PUBLIC HEALTH EMERGENCY ALTERATIONS TO MEETING FORMAT
CORONAVIRUS (COVID-19)**

Due to the unprecedented public health threats posed by COVID-19 and the resultant need for social distancing, changes to the City Council and Planning Commission meeting format are required. Executive Order N-25-20 and N-29-20 from Governor Gavin Newsom allow for telephonic Council meetings of the City Council and waives in-person accessibility for Council meetings, provided that there are other means for the public to participate. Therefore, and effective immediately, and continuing only during the period in which state or local public health officials have imposed or recommended social distancing measures, the Rio Dell City Council will only be viewable via livestreaming through our partners at Access Humboldt via their YouTube channel or Suddenlink channels on Cable TV.

Public Comment by Email:

In balancing the health risks associated with COVID-19 and need to conduct government in an open and transparent manner, public comment on agenda items can be submitted via email at publiccomment@cityofriodell.ca.gov. Please note the agenda item the comment is directed to (example: Public Comments for items not on the agenda) and email no later than one hour prior to the start of the Council meeting. Your comments will be read out loud, for up to three minutes.

Meeting can be viewed on Access Humboldt's website at <https://www.accesshumboldt.net/>. Suddenlink Channels 10, 11 & 12 or Access Humboldt's YouTube Channel at <https://www.youtube.com/user/accesshumboldt>.

Zoom Public Comment:

When the Mayor announces the agenda item that you wish to comment on, call the conference line and turn off your TV or live stream. Please call the toll free number **888-475-4499**, enter Meeting **ID 987 154 0944** and press star (*) 9 on your phone – this will raise your hand. You will continue to hear the meeting on the call. When it is time for public comment on the item you wish to speak on, the Clerk will unmute your phone. You will hear a prompt that will indicate your phone is unmuted. Please state your name and begin your comment. You will have 3 minutes to comment.

- A. CALL TO ORDER
- B. ROLL CALL
- C. CEREMONIAL MATTERS
- D. PUBLIC PRESENTATIONS

This time is for persons who wish to address the Council on any matter not on this agenda and over which the Council has jurisdiction. As such, a dialogue with the Council or staff is not intended. Items requiring Council action not listed on this agenda may be placed on the next regular agenda for consideration if the Council directs, unless a finding is made by at least 2/3rds of the Council that the item came up after the agenda was posted and is of an urgency nature requiring immediate action. Please limit comments to a maximum of 3 minutes.

E. CONSENT CALENDAR

The Consent Calendar adopting the printed recommended Council action will be enacted with one vote. The Mayor will first ask the staff, the public, and the Councilmembers if there is anyone who wishes to address any matter on the Consent Calendar. The matters removed from the Consent Calendar will be considered individually following action on the remaining consent calendar items.

- 1) 2020/0721.01 - Approve Minutes of the July 7, 2020 Regular Meeting 1
(ACTION)
- 2) 2020/0721.02 - Adopt Resolution No. 1460-2020 Approving Designation
of Voting Delegate for League of California Cities **(ACTION)** 9
- 3) 2020/0721.03 - Ratification of Letter from the Mayor to the Vice President
of the United States **(ACTION)** 12
- 4) 2020/0721.04 - Authorize the City Manager to execute the Certificate of
Acceptance and authorize recordation of the Deed
(ACTION) 15

F. ITEMS REMOVED FROM THE CONSENT CALENDAR

G. REPORTS/STAFF COMMUNICATIONS

- 1) 2020/0721.05 - City Manager/Staff Update **(RECEIVE & FILE)** 20

H. SPECIAL PRESENTATIONS/STUDY SESSIONS

- 1) 2020/0721.06 - Presentation by GHD on the Water Infrastructure Improvement Project Public Review Draft Initial Study and Proposed Mitigated Negative Declaration
(RECEIVE & FILE) 25

I. SPECIAL CALL ITEMS/COMMUNITY AFFAIRS

- 1) 2020/0721.07 - Accept Total Compensation Study from Koff & Associates
(DISCUSSION/POSSIBLE ACTION) 34

J. ORDINANCES/SPECIAL RESOLUTIONS/PUBLIC HEARINGS

- 1) 2020/0721.08 - Second Reading (by title only) and adoption of Ordinance 388-2020 Amending Chapter 15 "Construction Codes" of the Rio Dell Municipal Code to incorporate California Building Code exemptions and to establish Agricultural Building Exemptions **(DISCUSSION/POSSIBLE ACTION)** 82

K. COUNCIL REPORTS/COMMUNICATIONS

L. ADJOURNMENT

*The next regular City Council meeting is scheduled for
Tuesday, August 4, 2020 at 6:30 p.m.*

**RIO DELL CITY COUNCIL
REGULAR MEETING MINUTES
JULY 7, 2020**

The regular “virtual” meeting of the Rio Dell City Council was called to order at 6:30 p.m. by Mayor Garnes.

ROLL CALL: Present: Mayor Garnes, Councilmembers Johnson, Strahan, and Wilson

 Absent: Mayor Pro Tem Woodall (excused)

 Others Present: City Manager Knopp, Chief of Police Conner, Interim Finance Director Dillingham, Accountant Farley, Community Development Director Caldwell, Water/Roadways Superintendent Jensen, Wastewater Superintendent Taylor, and City Clerk Dunham

PUBLIC PRESENTATIONS

City Manager Knopp announced that the meeting would not be broadcast live this evening as Access Humboldt was experiencing internet outages although staff would be recording it through Zoom.

Mayor Garnes asked if there were any public comments. No public comments were received at this time.

CONSENT CALENDAR

Mayor Garnes asked if any councilmember, staff or member of the public, would like to remove any item from the consent calendar for separate discussion. No items were removed.

Motion was made by Johnson/Wilson to approve the consent calendar including approval of Minutes of the June 16, 2020 Regular meeting, approval of Minutes of the June 24, 2020 Special meeting, approval of amended Joint Powers Agreement of the Humboldt Transit Authority (HTA), to receive and file the Check Register for June, and receive and file Temporary Designation of Place of City Council meetings. Motion carried 4-0.

REPORTS/STAFF COMMUNICATIONS

City Manager/Staff Update

City Manager Knopp reviewed highlights of the staff report and announced that Mayor Garnes, along with Mayors from other California cities, participated in a statewide Public Service Announcement produced by the League of California Cities related to COVID-19

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titled "Dear California, We Will Emerge Even Stronger, Together." He said that she was also featured recently on the COVID Minute talking about the Rio Dell COVID-19 Volunteer Corp.

He called for questions from the Council related to items on the staff update.

Councilmember Wilson commented that there was a consensus of the Council to have a presentation from GHD.

City Manager Knopp said that it did not make it on this agenda and agreed to send the information to councilmembers.

Councilmember Wilson noted that calls for service at 355 Center (River Bluff Cottages) were down over the last couple of weeks and asked if there was a reason for it.

Chief of Police Conner commented that the department is responding to a couple of calls each week rather than a couple of calls each day, citing no particular reason for the decrease in calls.

Councilmember Johnson referred to the letter the Mayor was authorized to send to Danco related to the number of calls and asked if staff received any response to the letter.

City Manager Knopp indicated that no response was received.

Mayor Garnes referred to the recent letter from Governor Newsom urging local governments to remain vigilant in efforts to protect the health and safety of the community and to ensure compliance with the state's public health orders related to COVID-19. She warned that funding could be restricted to cities not complying with the Governor's mandate. She asked Chief Conner if there is anything the Council can do to help with enforcement related to mask requirements.

Chief Conner commented that masking has become such a political and divisive issue and that he was a little hesitant to do much in the way of enforcement other than inside of some businesses to make sure employees are wearing masks. He said that this is a topic regularly discussed at the weekly Chief's Law Enforcement COVID meetings and the general consensus from other Chiefs and the Sheriff is to work more toward education rather than enforcement. He noted that they did issue some citations in March and early April but none were filed on and doesn't expect them to be because there is such a huge backlog of misdemeanor cases in the District Attorney's office. He said that the vast majority of misdemeanor cases are likely to be dropped because they can't get court time.

He said that he didn't know what the City Council could do except perhaps to convince the public that this is not an issue between democrats and republicans but an issue that affects us all.

City Manager Knopp commented that he ordered signs for local businesses related to mask requirements which would be distributed to businesses free of charge over the next week or so.

Chief Conner noted that businesses such as The Patron and Mingo's received certification from the County Health Department to open so they are trying to monitor those businesses for compliance. He said that there is a misconception among the community that businesses do not have the ability to enforce masking orders for customers coming in. He explained that they can decide whether they want to serve someone but they can't require them to wear a mask. Likewise, the police department can't force customers to wear masks; only employees.

Mayor Garnes commented that Governor Newsom made the mandate clear and said that she appreciated the City Manager's efforts in getting signs for businesses.

SPECIAL PRESENTATIONS/STUDY SESSIONS

Presentation by JJA CPA, Inc. on the FY 2018-2019 Audited Financial Statements

Brett Jones, Engagement Auditor from JJA CPA, Inc. provided an overview on the FY 2018-2019 audited financial statements.

He began by stating that they audited the financial statements and issued an unqualified or modified opinion with no material weaknesses identified which is the highest opinion given. What that means is that the financial statements present fairly, the results of the City's operations and its financial position according to generally accepted accounting principles.

He said that in addition to the audit report, they issued a communications letter to the City Council and had there been any deficiencies in internal controls, it would have been included in the letter. He said that in spite of the change in Finance Director's and the COVID pandemic, the audit went very well.

Mayor Garnes called for questions from the Council related to the audit report. No questions were received.

Mayor Garnes commended the auditors for doing a brilliant job.

SPECIAL CALL ITEMS/COMMUNITY AFFAIRS

Discussion of the City's Nuisance Abatement Committee's Activities

Chief of Police Conner provided a brief staff report and said that this item was put on the agenda at the request of the Nuisance Committee for the purpose of providing an annual update of activities to the Council.

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He noted that during the year the committee had a presentation from Recology Eel River on mandatory garbage service, established priorities for code enforcement cases, and talked about numerous cases and how they should be handled.

Amanda Carter, member of the Nuisance Committee, commented on the activities of the committee and said that the goal of any committee is to establish goals and priorities objectively which she feels they accomplished. The committee members communicate very well which is important as well as cleaning up the City. The emphasis on cleaning up the town matters even more now because with the current pandemic, people may want to move to more rural areas. She noted that Rio Dell is a hidden gem, is beautiful and an affordable place to live but it needs to be cleaned up to attract people to come and invest in our community. She praised the efforts of the committee and said that it has been a positive experience for her serving on the committee.

She also said that she wanted to give a shout-out to the COVID-19 Volunteer Corp and said that the information center put out a video a couple of weeks ago and there were positive comments made about Rio Dell and praising of Mayor Garnes.

Councilmember Strahan agreed with Amanda Carter regarding the COVID-19 Volunteer Corp's involvement in the community. She pointed out that there are complaint forms at City Hall that citizens can fill out related to code enforcement and said that those complaints come straight to the Nuisance Committee and they will take necessary steps to address the issues. She commented that the Nuisance Committee has a great team of members and encouraged the committee to keep up the good work.

Councilmember Wilson referred to the Case Detail Report representing 45 open cases which is a reduction from the prior report. He noted that some of the cases date back to 2013 and asked if bureaucracy was slowing the process down or if it's a matter of priority.

Chief Conner commented that at one of the prior committee meetings, it was suggested that they take a look at the open cases and see if there were any that could be closed noting that they were able to close approximately 12 cases. He said that there is a combination of reasons as to why it takes so long to close some of the cases and explained that it is matter of resources and priorities. Some of the long-standing cases have actually been resolved and are waiting for the recording of a lien for the City's cost. 851 Rio Dell Ave. and the habitat parcel on Monument Road were examples of that process. He noted that 267 Berkeley St. has seen significant progress since the last notices were sent out.

Councilmember Wilson commended the Committee for doing a good job and said that it is positive step forward in cleaning up the town.

Mayor Garnes suggested including the closed cases in the report so everyone can be excited about the progress.

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Councilmember Johnson asked to comment on the Audit Report and said that he attempted to comment during that discussion but his phone was apparently muted. He had a question on page 52 of the staff report (page 12 of the audit report) related to Operating Revenues and Expenses for the Water and Sewer Funds and pointed out the large variance in revenue from 2018 and 2019 and said it seems that they would be relatively the same in each of those years.

Finance Director Dillingham was not sure of the reason but said that part of the decrease in the water revenue may have been related to completion of the Metropolitan Wells Project. Regarding the decrease in sewer revenue, she agreed to research it and provide the information to the City Manager.

Update on 2020 Regional Slurry Seal Project and Modifications

City Manager Knopp provided an update on the 2020 Regional Slurry Seal Project. He said that the work is projected to begin at the end of July or the first part of August. He said that the first of the slurry seal projects started two years ago and that this year's prices are competitive with those prices.

He referred to the site location map identifying locations for single coatings and as well as double coatings for the more impaired roads. This year's focus will be on Painter St. and Ireland Ave. as well as Bridge St, Cedar St., Bellevue Ave. and Center St. The goal is to extend the life of the road surface thus avoiding total reconstruction of the roadways. He noted that staff has begun the final prep work for these locations and asked the Council to provide direction, if any.

Councilmember Strahan agreed with the slurry seal on Painter St. but questioned the reason for doing Ireland Ave. since as she recalled, was recently done.

City Manager Knopp explained that the only area on Ireland Ave. that was done was the area adjacent to the trailer park although the City did do some patching and prep work for the paving.

Councilmember Strahan questioned the reason for not paving to the end of Painter St. and commented that Cedar St. is very nice and didn't understand why it would be paved rather than some of the streets that are in much worse condition.

Councilmember Johnson commented that he walks and jogs on Cedar St. at least once a week and that it is sorely in need of seal coating as the asphalt is close to the end of its useful life.

Councilmember Wilson commented that it is good to see something getting done to the City's streets.

ORDINANCES/SPECIAL RESOLUTIONS/PUBLIC HEARINGS

Introduction and First Reading (by title only) of Ordinance No. 388-2020 amending Chapter 15 "Construction Codes" of the Rio Dell Municipal Code to incorporate California Building Code exemptions and to establish Agricultural Building Exemptions

Community Development Director Caldwell provided a staff report and explained that this item was continued from the June 16, 2020 regular meeting so that the Ag Exempt process could be applied to the Suburban (S) designation in addition to the Rural (R) and Natural Resources (NR) zones. He noted that Agricultural Barns are currently allowed in all three of these zones but the recommended amendment would provide for a streamlined Building Permit process with reduced fees. He added that in the past the City has issued ag-exempt permits but the language was never codified. He referred to the Zoning Map identifying the applicable zones as requested by Councilmember Strahan and said that the Rural (R) zone is basically limited to the Dinsmore Ranch Road area, Rio Vista Dr. and the Bellevue and Blue Slide Rd. area. The largest portion of the Natural Resources (NR) zone is in the area of Northwestern Ave.

He recommended adoption of a streamlined process that meets the definition of Chapter 2, Section 202 of the California Building Code as well as codification of the exemptions outlined in the Building Code. He reviewed the Letter of Acknowledgement for Agricultural Exempt Structures and called for questions from the Council.

Councilmember Strahan asked for the location of the proposed barn, if there is a limit on the size of the barn, and what the proposed use is for the barn.

Community Development Director Caldwell said that the applicant is Bill & Karen Bartleson and the proposed location for the barn is at their residence at 75 Redwood Ave. There is no restriction on the size of barns and since they have horses, the assumption is that they will use the barn to board the horses and to store things such as feed and tack.

Councilmember Strahan asked if the City has an ordinance related to regulations for animals.

Community Development Director Caldwell said that the City does have an ordinance on animal regulations including setback requirements in various zones which would still apply. He reiterated that barns are already allowed in certain zoning designations; this ordinance simply streamlines the process.

Councilmember Strahan asked if the neighbors would be notified about the proposed barn in which staff responded that they are not required to be notified since it is an allowable use.

Councilmember Wilson asked if the parcel is on the edge of Rio Dell city limits.

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Community Development Director Caldwell referred to the zoning map which identified the subject parcel and explained that the parcel on Redwood Ave. is located west of the Grayland Heights subdivision with one parcel between theirs and Grayland Heights with Dean Creek running thorough the parcel.

Councilmember Wilson asked staff if they perceived anyone else taking advantage of the new ag building exemptions, and asked if the Planning Commission reviewed and approved the ag building exemption.

Community Development Director Caldwell reviewed potential areas where ag exempt barns could be constructed such as Blue Slide Road, Dinsmore Plateau and Rio Vista Lane. He explained that is actually a building issue rather than a zoning issue so the ordinance did not have to go to the Planning Commission for approval. Chapter 17 of the Rio Dell Municipal Code is Zoning and Land Use and Chapter 15 is Buildings and Construction. He noted that if a barn was built on a parcel adjacent to a residential zone, it would have to meet setback requirements.

Mayor Garnes called for public comment on the proposed ordinance. No public comment was received.

Motion was made by Johnson/ Wilson to approve introduction and first reading (by title only) of Ordinance No. 388-2020 *Amending Chapter 15 "Construction Codes" of the Rio Dell Municipal Code to incorporate California Building Code Exemptions and to establish Agricultural Building Exemptions* and to consideration, approval and adoption of the Ordinance to the meeting of July 21, 2020. Motion carried 3-1; Councilmember Strahan dissenting.

COUNCIL REPORTS/COMMUNICATIONS

Councilmember Johnson said at the last meeting, he was asked to look at the ATP paving on Eeloa Ave. and Fern St. He reported that in his opinion, the paving is not great and what he would call at the bottom end of acceptability.

He also commented that while looking for the City's Council meeting on Access Humboldt Channels, he noticed that the Eureka City Council was meeting live in their Council Chambers pointing out that if they can do it, so can Rio Dell and would certainly cut down some of the frustration for a couple of the councilmembers.

Mayor Garnes stated that she got a full "No" stop from the Public Health Officer last week but she would follow up and see if anything changed in that regard. She apologized for anyone's discomfort but noted that until the order from the Public Health Officer changes, Zoom meetings would continue.

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Councilmember Strahan reported on her attendance at a HAZMAT meeting and said they passed their budget. She said that she filled in for Mayor Pro Tem Woodall at the Humboldt Transit Authority (HTA) meeting and had nothing to report but thanked the Council for sending the letter regarding the proposed pilot program.

She agreed with Councilmember Johnson regarding having meetings back in the Council Chambers with the mask and social distancing requirements in place.

Mayor Garnes pointed out that the Eureka City Council Chambers is much larger than Rio Dell's.

Councilmember Wilson reported on his attendance at the Redwood Coast Energy Authority (RCEA) meeting and the topics of discussion were budget and the price of power. He said that they discussed the idea of entering into a contract with Blue Lake which doesn't seem to be feasible. In addition, they passed a resolution on fairness and treatment to employees in the workplace.

He said that he would be attending a Humboldt Waste Management Authority (HWMA) meeting on Thursday.

He commented that he looked forward to hearing from the public health officer but because of family health issues, would err on the side of safety as far as council meetings.

Mayor Garnes reported that the Rio Dell Fire Department is following guidelines from the public health officer and wearing masks and gloves when going out on calls.

Councilmember Strahan said that she saw in the Rio Dell Newsletter that Wildwood Days was cancelled and asked if that was true.

Mayor Garnes confirmed that this year's event was cancelled.

ADJOURNMENT

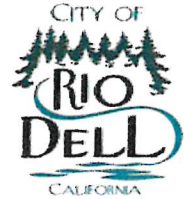
Motion was made by Johnson/Garnes to adjourn the meeting at 7:38 p.m. to the July 21, 2020 Regular meeting. Motion carried 4-0.

Debra Garnes, Mayor

Attest:

Karen Dunham, City Clerk

675 Wildwood Avenue
Rio Dell, CA 95562



TO: Mayor and Members of the City Council

FROM : Karen Dunham, City Clerk

THROUGH: Kyle Knopp, City Manager

DATE: July 21, 2020

SUBJECT: Resolution No. 1460-2020 - Designation of Voting Delegate
for League of California Cities

RECOMMENDATION

Approve Resolution No. 1460-2020 designating Mayor Debra Garnes as the voting delegate for the League of California Cities 2020 Annual Conference & Expo on October 7-9, 2020.

BUDGETARY IMPACT

None

BACKGROUND AND DISCUSSION

The League's 2020 Annual Conference & Expo is scheduled for October 7-9, 2020. An important part of the conference is the Annual Business Meeting, scheduled for Friday, October 9, at such time, the League membership considers and acts on resolutions that establish League policy.

In order for the City's representative to vote at the Annual Business Meeting, a voting delegate must be designated by the City Council in the form of a Resolution. A copy of the completed Voting Delegate Form along with a copy of the adopted resolution must be returned to the League's office prior to Wednesday, September 30, 2020 to allow the League staff time to establish voting delegate records prior to the conference.

ATTACHMENTS:

Resolution No. 1460-2020
Voting Delegate Form



RESOLUTION NO. 1460-2020
RESOLUTION OF THE CITY COUNCIL OF THE CITY
OF RIO DELL DESIGNATING A VOTING DELEGATE
FOR THE LEAGUE OF CALIFORNIA CITIES
2020 ANNUAL CONFERENCE

WHEREAS, the League of California Cities bylaws requires the governing body to designate the City's voting delegate and up to two alternates; and

WHEREAS, Mayor Debra Garnes was previously appointed by the City Council as representative to the League of California Cities with Councilmember Gordon Johnson as the alternate.

NOW, THEREFORE, the City Council of the City of Rio Dell does hereby resolve that ***Debra Garnes, Mayor***, is hereby appointed to serve as the City's voting delegate at the League of California Cities Annual Conference & Expo on October 7-9, 2020 and ***Gordon Johnson, Councilmember*** as the designated alternate voting delegate.

I HEREBY CERTIFY that the foregoing Resolution was duly introduced, passed and adopted at a regular meeting of the City Council of the City of Rio Dell, held on the 21st day of July 2020 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Debra Garnes, Mayor

ATTEST:

Karen Dunham, City Clerk



CITY: Rio Dell

**2020 ANNUAL CONFERENCE
VOTING DELEGATE/ALTERNATE FORM**

Please complete this form and return it to the League office by Wednesday, September 30, 2020. Forms not sent by this deadline may be submitted to the Voting Delegate Desk located in the Annual Conference Registration Area. Your city council may designate one voting delegate and up to two alternates.

In order to vote at the Annual Business Meeting (General Assembly), voting delegates and alternates must be designated by your city council. Please attach the council resolution as proof of designation. As an alternative, the Mayor or City Clerk may sign this form, affirming that the designation reflects the action taken by the council.

Please note: Voting delegates and alternates will be seated in a separate area at the Annual Business Meeting. Admission to this designated area will be limited to individuals (voting delegates and alternates) who are identified with a special sticker on their conference badge. This sticker can be obtained only at the Voting Delegate Desk.

1. VOTING DELEGATE

Name: Debra Garnes

Title: Mayor

2. VOTING DELEGATE - ALTERNATE

Name: Gordon Johnson

Title: Councilmember

3. VOTING DELEGATE - ALTERNATE

Name: _____

Title: _____

PLEASE ATTACH COUNCIL RESOLUTION DESIGNATING VOTING DELEGATE AND ALTERNATES.

OR

ATTEST: I affirm that the information provided reflects action by the city council to designate the voting delegate and alternate(s).

Name: Karen Dunham

Email: dunhamk@cityofriodell.ca.gov

Mayor or City Clerk _____
(circle one) (signature)

Date _____ Phone _____

Please complete and return by Wednesday, September 30, 2020

League of California Cities
ATTN: Darla Yacub
1400 K Street, 4th Floor
Sacramento, CA 95814

FAX: (916) 658-8240
E-mail: dyacub@cacities.org
(916) 658-8254



*Rio Dell City Hall
675 Wildwood Avenue
Rio Dell, CA 95562
(707) 764-3532
cityofriodell.ca.gov*

July 21, 2020

TO: Rio Dell City Council

FROM: Kyle Knopp, City Manager

SUBJECT: Ratification of Letter from the Mayor to the Vice President of the United States

IT IS RECOMMENDED THAT THE CITY COUNCIL:

Ratify the letter.

BACKGROUND AND DISCUSSION

Resolution 1443-2020 allows the Mayor to sign a letter to federal officials upon the recommendation of the League of California Cities. On Friday, July 17th the League of California Cities requested this letter be signed by close of business on Monday the 20th. This letter was executed yesterday, July 20, 2020.

The attached letter was originally developed by the Mayor of Seattle to urge the full use of the Defense Production Act to scale up testing supplies in response to COVID-19. The League of California Cities is now circulating the letter for additional California signatures.

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*Rio Dell City Hall
675 Wildwood Avenue
Rio Dell, CA 95562
(707) 764-3532
cityofriodell.ca.gov*



July 20, 2020

The Honorable Mike Pence
Vice President of the United States of America
The White House
1600 Pennsylvania Ave NW
Washington, DC 20050

Dear Mr. Vice President:

Thank you for your work on the White House Coronavirus Task Force. We write today to urge you and the President to make full use of the Defense Production Act to scale up critical testing supplies, especially reagents so our cities can provide widespread, rapid, reliable testing to contain the spread of the virus. As the COVID-19 infection rate continues to rise in many of our communities and businesses require testing to protect their employees, the need for increased testing is critical to our response. Our national testing system must be able to rely on sustained supplies for the next 24 months.

As mayors, we have been on the frontlines of this pandemic. We have worked to build widespread testing capacity as a key element to our response as we work to reopen our economies and contain the spread of the virus. Increased testing has transformed how we're able to respond to rising cases in our communities. All of us have struggled for months for basic PPE, swabs, and viral transport medium (VTM). Now, labs around the country are facing a lack of adequate reagent supplies to complete this testing. Our capacity to test is approaching a point where our ability to perform tests outpaces lab capacity to run the tests based on limited reagent supplies. This is very concerning because obtaining test results quickly is critical for informing our contact tracing efforts and containing the spread of the virus. This deep into the coronavirus pandemic, we know further delays will have devastating consequences our ability to control the virus's spread and our communities.

We must continue to utilize and harness the innovation and ingenuity of American companies to manufacture and supply all of our needs from PPE to reagents to swabs. We ask that you take all necessary steps including making full use of the Defense Production Act to ensure that our supply chain functions effectively so that our labs have what they need to perform these crucial tests over the next 24 months. The need for testing supply chain effectiveness will continue as pandemic continues and we transition to mass producing a vaccine.

We appreciate your work to support our labs and manufacturers as we meet this unprecedented crisis in our communities.

Sincerely,

Debra Garnes
Mayor
City of Rio Dell

675 Wildwood Avenue
Rio Dell, CA 95562
(707) 764-3532



For Meeting of: July 21, 2020

To: City Council

From: Russ Gans, City Attorney

Through: Kyle Knopp, City Manager/Kevin Caldwell Community Development Director 

Date: July 6, 2020

Subject: Chittenden Certificate of Acceptance

Recommendation:

That the City Council:

1. Authorize the City Manager to execute the Certificate of Acceptance and authorize recordation of the Deed pursuant to Government Code § 27281.

Discussion

The real property located at 265 Ogle Ave, Rio Dell, California, was subject to a City of Rio Dell CDBG home loan, with a principal and interest balance in excess of \$100,000.00, secured by a Deed of Trust on the subject real property.

The property is improved with a manufactured home. Following the passing of the Borrower (Danny Chittenden), the City of Rio Dell sought to collect the debt in accord with the loan terms, but no representative or beneficiary of Mr. Chittenden made arrangements to pay/satisfy the debt. As recited in the Community Development Director's activity log submitted at the January 24, 2020, City Council Meeting, collection/foreclosure proceedings were commenced on the Note/Deed of Trust, which became due (in full) upon the passing of the Borrower.

The property proceeded to foreclosure on the Deed of Trust, reverting to the City based on its credit bid at sale in the principal amount of the debt (i.e., \$100,000.00). The City is informed no other bidders appeared at the sale conducted by Mortgage Lender Services, Inc., the City's retained foreclosure agent.

Staff seeks Council approval to adopt the Resolution and Certificate of Acceptance of the Trustee's Deed following sale in order to record and complete the foreclosure process. Once the Trustee's Deed to the property is recorded, the City will take possession of the vacant property and seek subsequent direction from the Council regarding method of sale/disposition.

Attachments

Attachment 1: Certificate of Acceptance.

Attachment 2: Resolution Authorizing the Execution of the Certificate of Acceptance.

CERTIFICATE OF ACCEPTANCE OF AN INTEREST IN REAL PROPERTY BY THE
CITY OF RIO DELL
(Government Code § 27281)

This is to certify that the interest in real property conveyed by the Trustee's Deed Upon Sale dated July __, 2020, from Mortgage Lender Services, Inc., as the duly appointed Trustee, to the City of Rio Dell, is hereby accepted by the undersigned officer on behalf of the City Council pursuant to authority conferred by Resolution of said City Council adopted on July 21, 2020, and the grantee consents to recordation thereof by its duly authorized officer.

Dated: _____

ACCEPTED:

Kyle Knopp, City Manager

RESOLUTION NO. 1459-2020



A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIO DELL AUTHORIZING THE CITY MANAGER TO EXECUTE THE CHITTENDEN CERTIFICATE OF ACCEPTANCE

WHEREAS, the real property located at 265 Ogle Ave, Rio Dell, California, was subject to a City of Rio Dell CDBG home loan, with a principal and interest balance in excess of \$100,000.00, secured by a Deed of Trust on the subject real property; and

WHEREAS, the property is improved with a manufactured home; and

WHEREAS, following the passing of the Borrower (Danny Chittenden), the City of Rio Dell sought to collect the debt in accord with the loan terms, but no representative or beneficiary of Mr. Chittenden made arrangements to pay/satisfy the debt; and

WHEREAS, as recited in the Community Development Director's activity log submitted at the January 24, 2020, City Council Meeting, collection/foreclosure proceedings were commenced on the Note/Deed of Trust, which became due (in full) upon the passing of the Borrower; and

WHEREAS, the property proceeded to foreclosure on the Deed of Trust, reverting to the City based on its credit bid at sale in the principal amount of the debt (i.e., \$100,000.00).

WHEREAS, the City is informed no other bidders appeared at the sale conducted by Mortgage Lender Services, Inc., the City's retained foreclosure agent.

WHEREAS, staff seeks Council approval to adopt the Resolution and Certificate of Acceptance of the Trustee's Deed following sale in order to record and complete the foreclosure process.

WHEREAS, once the Trustee's Deed to the property is recorded, the City will take possession of the vacant property and seek subsequent direction from the Council regarding method of sale/disposition.

NOW, THEREFORE, the City Council of the City of Rio Dell resolves as follows:

1. **SECTION 1.** The City Council is hereby authorizing the City Manager to execute the Certificate of Acceptance and authorize recordation of the Deed pursuant to Government Code § 27281.

I HEREBY CERTIFY that the forgoing Resolution was PASSED and ADOPTED at a regular meeting of the City Council of the City of Rio Dell on July 21, 2020 by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

Mayor Debra Garnes

ATTEST:

I, Karen Dunham, City Clerk for the City of Rio Dell, State of California, hereby certify the above and foregoing to be a full, true and correct copy of Resolution No. 1459-2020 adopted by the City Council of the City of Rio Dell on July 21, 2020.

Karen Dunham, City Clerk, City of Rio Dell



Staff Update – 2020-07-21

City Council

Interested in running for City Council?

Three seats are open. Two 4-year terms and one 2-year term will be voted on during the November 3, 2020 General Election. Packets are available at City Hall on Monday, July 13th. Packets are due back by Friday, August 7th.

City Manager

Applied for CARES Act direct allocation dollars in response to COVID-19

Issued and sent out new EDDM postcard for COVID-19

Issued and re-issued bids for various city vehicles

Provided information to energy storage vendor for potential projects at various city facilities related to PSPS

Work related to various street projects in town

City Clerk

Processed two (2) Building Permits

11281 Blue Slide Rd. – Re-Roof Residence
720 Rigby Ave. - Waterline

Processed one (1) Encroachment Permit Application

153 Elko St. – Sewer Lateral

Processed one (1) Business License Application

Titus Welding and Fabrication – Mobile Business

Misc.

Submitted Bureau of Labor Statistics Employment Data Report for July
Submitted Quarterly Seismic Report



Submitted Quarterly AB 1473 California Building Standards Fee Report
Submitted Quarterly SB 1186 Disability Access Fee Report
Submitted Monthly CHF/CIRB Report on Building Activity

City Attorney

Human Resources, Risk & Training

Finance Department

Public Works Water

General Maintenance and calibrations on analyzers and chemical feed pumps. Replaced Chlorine Analyzer and setup / calibrate.

Currently working on Water Annual Report - COMPLETED 7/14/2020

General Corp Yard Water facility Maintenance

Power meter was installed at Water Control Building to monitor power usage for billing purposes.
(ONGONG)

Replaced failing transducers and setup new transducers to controllers at Water plant Final Finished water Effluent.

Public Works Wastewater

- Working with Operation staff answering question for GIS Mapping for the SSES.
- Raised a sewer access port to grade at the end of Gunnerson Ln. to grade.
- Training OIT's for on call status for public works and SCADA for the plant.
- Sewer Lateral inspections.
- Gathered information and Took pictures for possible Tesla battery back up project.
- Working with BCR for rotary joints on dryer.
- Repair and routine maintenance on Belt Press.
- Setting up Chloramines bench testing for SSES
- Submitted a study plan to the state for Mussel Study in the Eel river at Discharge location EFF-001.
- Irrigation Field mowing is scheduled for this week.
- Annual Maintenance on John Deere equipment.

Public Works Streets, Buildings and Grounds

Mowed roadways throughout town

Mowed Gateway



Mowed and weedeated Davis Park, City hall, memorial park, Bluestar park,

Work on Parks and City Hall Sprinkler system.

Weed Spray roadways for Slurry Coat Project

Mowed and weedeat City Corp Yard and general Cleanup.

Maintenance on North and South Gateway irrigation systems. (Purchase batteries & sprinkler parts)

Worked with waste water cleaning sewer lines (troubled areas)

Public Works City Engineer

Public Works Capital Projects

Police Department

The Department had the following statistics for the period of July 1, 2020 to July 14, 2020. This period of time saw a significantly higher than average number of calls for service and reports, and an average number of arrests compared to last year. The increase in calls for service, reports and arrests during the shelter in place order suggests that a portion of the community is no longer abiding by the order and may be taking advantage of the jail not being able to accept prisoners for most crimes. The summation of Calls for Service may greater than the total as multiple officers can now be assigned to the same call for service. There may also be administrative calls for service that are not documented below.

Officer	Calls for Service	Reports	Arrests
Conner	45	1	0
Beauchaine	44	5	4
Landry	62	7	4
Mitchell	55	8	2
Burns	78	6	0
Fielder	28	0	0
Totals	224	27	10
Averages	16.0 per day	13.5 per week	5.0 per week
2019 Yearly Average	6.4 per day	10.3 per week	4.6 per week

Calls for Service at 355 Center Street

Type	Date	Time	Location	Primary Unit	Case #
FI	07/05/2020	10:17:48	355 CENTER ST	R007	
FU	07/05/2020	18:29:58	355 CENTER ST	CL613	
UNW	07/07/2020	11:49:00	355 CENTER ST	R010	



PARK	07/13/2020	12:17:23	355 CENTER ST	R010
FU	07/14/2020	15:34:00	355 CENTER ST	R010

FU – Follow up or uncharacterized contact

FI – Field interview – contact with a pedestrian

Park – Parking issue

R007 – Chief Jeff Conner

CL613 – Officer Crystal Landry

R010 – Officer Liam Burns

During the period July 1, 2020, to July 14, 2020, there were thirteen calls for service related to animal control issues. One dog, a Chihuahua named Lucille, was transported to Miranda's when her owner was hospitalized. Lucille returned home when her human was released. However, Lucille went back to Miranda's when her human had to enter a long-term care facility.

On July 4, 2020, Sergeant Beauchaine and Officer Landry responded to numerous reports of illegal fireworks. One of these locations was on Ireland when the officers contacted numerous persons who appeared to have been setting off fireworks, but none were located there currently. It was suggested that they stop. However, this same group of people were contacted a short time later on the riverbar below Edwards. Approximately 200 pounds of illegal fireworks were seized and one man was cited. Another group of illegal fireworks users scattered when approached by law enforcement and the illegal fireworks that they left behind were also confiscated. The fireworks will be turned over to CalFire for disposal when they are no longer needed for evidentiary purposes.

Code Enforcement

During the period of July 1, 2020 through July 14, 2020, the Department opened six new junk vehicle cases and did not close any. There were twelve open cases at the end of the time period that this report covers.

During the period of July 1, 2020, to July 14, 2020, the Department opened ten new code enforcement cases. Nine of these cases were for excessive vegetation and the notice letters were sent by City Hall staff. The remaining case was a parcel that was occupied by a hoarder who recently passed away. It does not appear that his family or the property owner are interested in property, much less cleaning it up. The Department issued a Notice of Nuisance and Order to Abate to a property owner on Fourth Avenue. There has been some improvement of the conditions on that property since the document as served. The Department closed two cases in this time period. One of the property owners substantially complied with the short-term rental requirements and in the other case, the dogs that were creating the nuisance no longer live at that location. There were 56 open cases at the end of this reporting period.

Community Development Department

Intergovernmental

Humboldt-Rio Dell Business Park





*Rio Dell City Hall
675 Wildwood Avenue
Rio Dell, CA 95562
(707) 764-3532
cityofriodell.ca.gov*

July 21, 2020

TO: Rio Dell City Council

FROM: Kyle Knopp, City Manager

SUBJECT: Informational Presentation on the Water Infrastructure Improvement Project
Public Review Draft Initial Study & Proposed Mitigated Negative Declaration

IT IS RECOMMENDED THAT THE CITY COUNCIL:

Receive the report and ask questions, if any.

BACKGROUND AND DISCUSSION

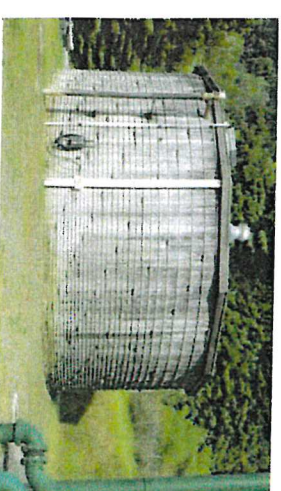
GHD, the City's Engineer will provide a presentation on the Water Infrastructure Improvement Project. The project represents the next capital investment plan for the water system and focuses primarily on the water distribution system, much of which predates the incorporation of the City.

The last major investment into the City's water system was completed in 2018 and included a drought resiliency component through the addition of a secondary source of water at the Metropolitan Well site. Prior to that, the City's last major investment came with the installation of the infiltration gallery, new filtration facilities, main line replacement and additional storage around 2005.

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Water Infrastructure Improvement Project Public Review Draft Initial Study & Proposed Mitigated Negative Declaration

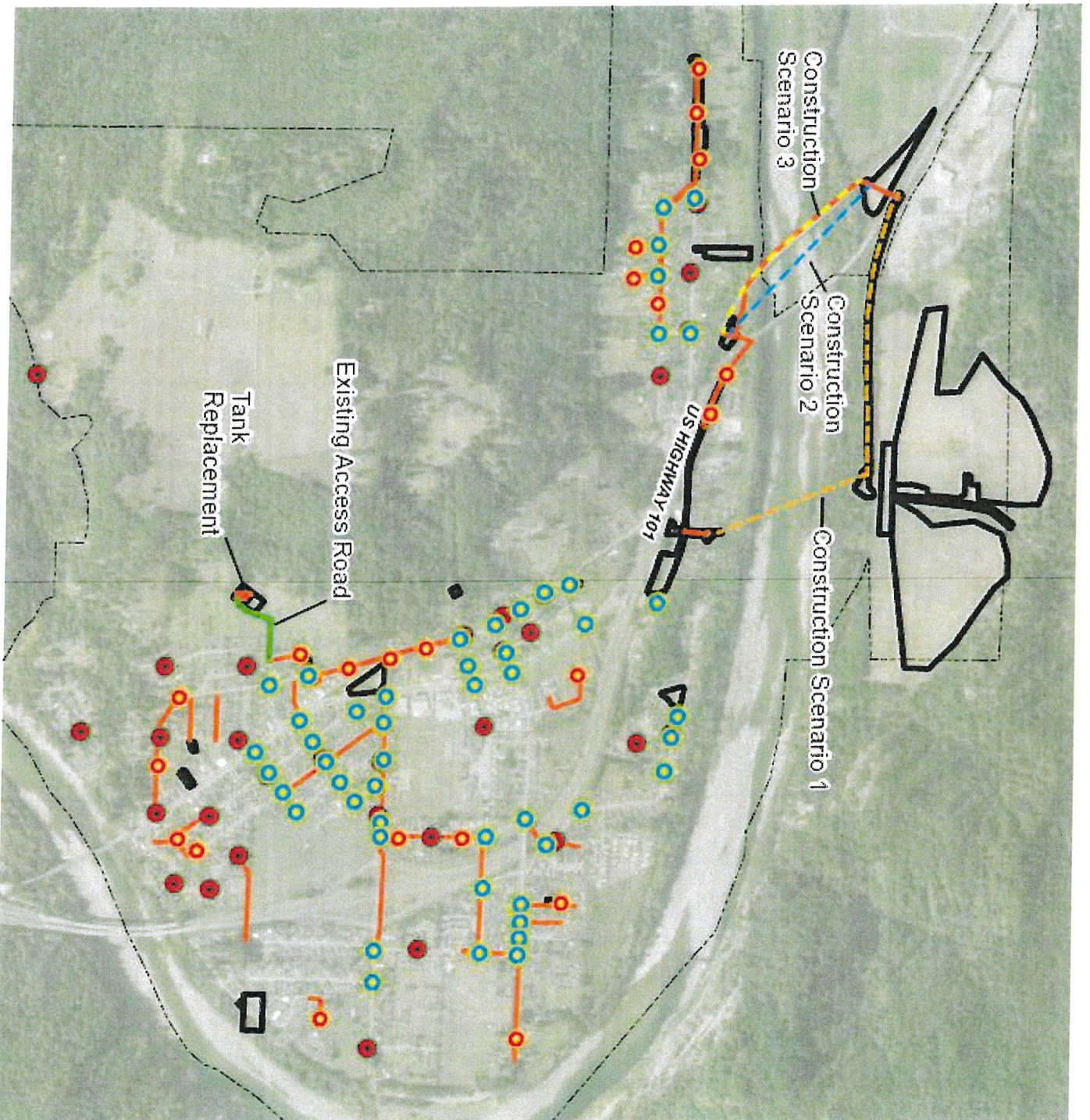
- **Distribution System Improvement**
 - Replacement water pipes, valves, and appurtenances, and new fire hydrants
- **Highway 101 Crossing to Metropolitan**
 - Includes consideration of three alternate routes
- **Storage System Improvements**
 - Replace 250,000 gallon redwood tank at the Dinsmore site with a 500,000 Steel tank



Project Overview

Legend

-  Valve Replacement
-  Hydrant Replacement
-  Proposed New Hydrant
-  Proposed Pipe to be Replaced
-  Proposed New Pipeline
-  Construction Scenario 1
-  Construction Scenario 2
-  Construction Scenario 3
-  Potential Staging Areas
-  City Limits



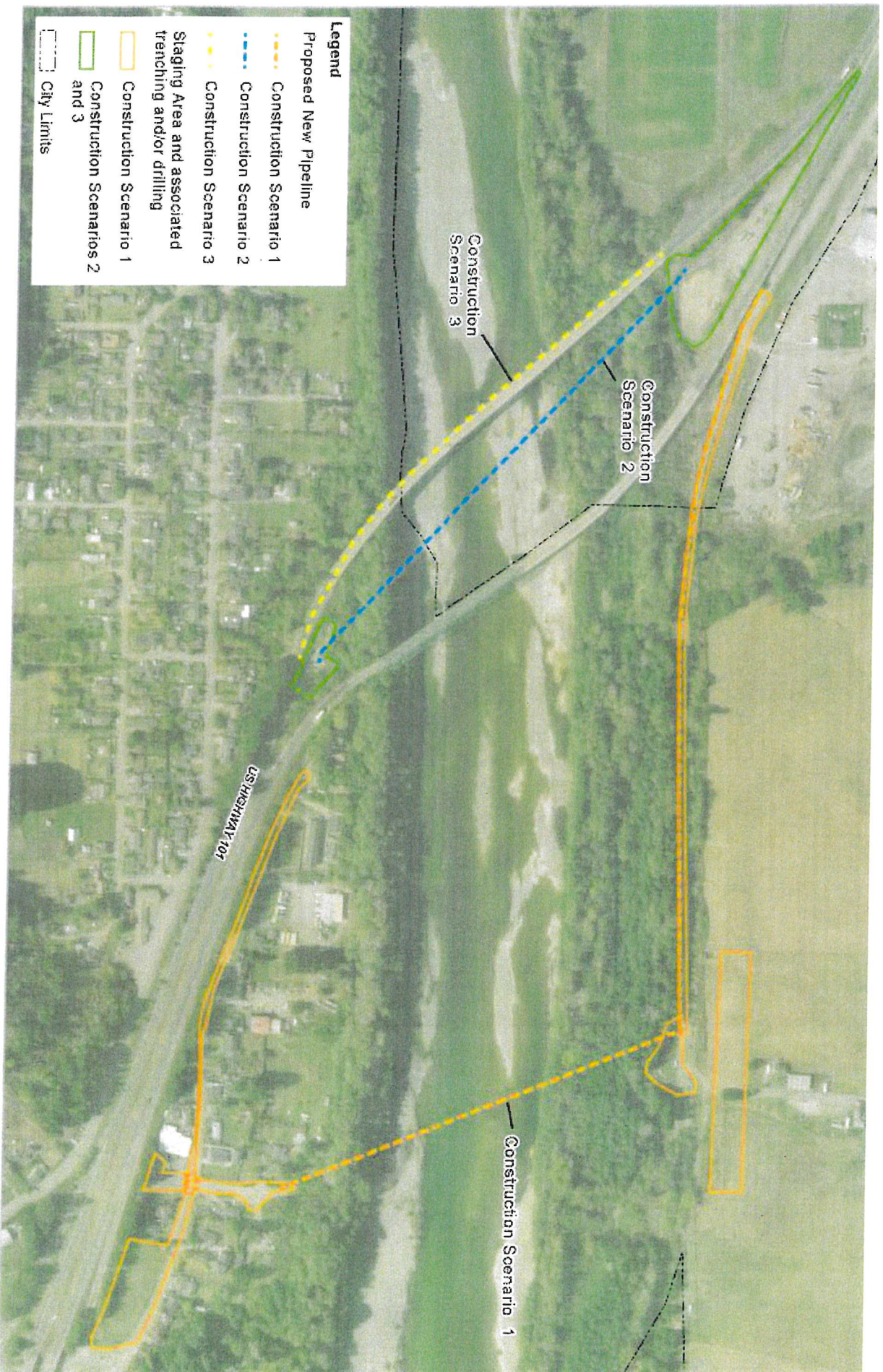
Distribution System Improvements



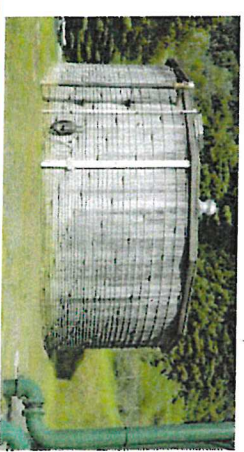
- Objective: Improve the reliability and efficiency of the system and ensure sufficient capacity for fire flow throughout the City.
- Summary
 - Replacement of approximately 18,000 feet of distribution piping
 - Replacement of 170 Valves
 - Replacement of 30 Fire Hydrants
 - Addition of 30 new Fire Hydrants
 - Three construction Scenarios for the Highway 101 crossing replacement



Highway 101 Crossing Pipeline Options



Storage System



- Objective: To improve the City's storage system to meet daily, emergency, and firefighting storage needs for the community as well as meet the latest seismic building standards.
- Summary
 - City's estimated water demand, emergency supply, and firefighting storage needs are 1,250,000 gallons
 - Douglas Tank #1 taken out of service for potable water due to its deteriorating condition.
 - Without Douglas Tank #1 in service, the reliable storage volume within the distribution system is reduced to 750,000-gallons.
 - 250,000 Douglas Redwood Tank replaced with a 500,000 gallon steel tank to increase to recommended capacity.



Project Mitigations to Reduce Impacts to Less than Significant

- AQ-1: Best Management Practices to reduce Air Pollution
- BIO-1: Protection of Special Status Plant Communities via permitting
- BIO-2: Protection of Special Status Plant Communities via pre-construction surveys
- BIO-3: Protect Special Status Amphibians and Reptiles
- BIO-4: Protect Special Status, Migratory, and Nesting Birds
- BIO-5: Protect Special Status Bats
- BIO-6: Avoidance and Minimization Measures to Protect Juxtaposed Wetlands
- BIO-7: Compensate for Loss of Wetlands and Waters if impacted



Project Mitigations to Reduce Impacts to Less than Significant

- BIO-7: Compensate for Loss of Wetlands and Waters if impacted
- CR-1: Implement Worker Sensitivity Training and Inadvertent Discovery Protocols
- CR-2: Minimize Impacts to Unknown Archaeological Resources or Human Remains if Encountered
- GEO-1: Inadvertent Discovery of Paleontological Resources
- HAZ-1: Protection of Waters from Hazardous Materials
- HWQ-1: Implement Best Management Practices to Protect Water Quality
- HWQ-2: Development of a Horizontal Directional Drilling Hydrofracture Contingency Plan



CEQA Adoption Schedule/ Comments

Timeline	Date
Comment Period Opens	July 14, 2020
Comment Period Closes	August 13, 2020
Tentative IS/ MND Adoption	August 18, 2020

- Written comments can be submitted to the City of Rio Dell until 5:00 pm August 13th.
- The document is available for Review at Rio Dell City Hall during regular business hours



*Rio Dell City Hall
675 Wildwood Avenue
Rio Dell, CA 95562
(707) 764-3532
cityofriodell.ca.gov*



July 21, 2020

TO: Rio Dell City Council

FROM: Kyle Knopp, City Manager

SUBJECT: Discussion and Possible Action to Accept Total Compensation Study from Koff & Associates

IT IS RECOMMENDED THAT THE CITY COUNCIL:

Accept the report; or

Request additional information and continue the meeting to August 4, 2020; or

Take no action.

BACKGROUND AND DISCUSSION

The City of Rio Dell's last total compensation study was completed in 2010. A compensation study helps to provide a professional third party framework for compensation decisions in the City of Rio Dell.

On January 7, 2020 the City Council authorized the City Manager (4-0 with Councilmember Strahan absent) to execute an agreement with Koff & Associates to perform a total compensation study. On March 17, 2020 Koff & Associates developed a list of comparator agencies that the Council was presented. The City Council approved the list and directed that the City of Ferndale also be added as a comparator agency, 4-0 with Councilmember Johnson absent.

The draft report will be presented to the Council.

///



June 19, 2020

Total Compensation Study Draft Report

City of Rio Dell

KOFF & ASSOCIATES

KATIE KANEKO

President

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June 19, 2020

Kyle Knopp, City Manager
City of Rio Dell
675 Wildwood Avenue
Rio Dell, California 95562

Dear Mr. Knopp:

Koff & Associates is pleased to present the Total Compensation Study DRAFT Report to the City of Rio Dell. This report documents the market compensation survey methodology, findings, and recommendations for implementation.

We would like to thank you, Joanne Farley, and Karen Dunham for your assistance and cooperation without which this study could not have been brought to its successful completion.

We will be glad to answer any questions or clarify any points as you are implementing the findings and recommendations. It was a pleasure working with the City of Rio Dell and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,



Katie Kaneko
President



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- Appendix I: Results Summary
- Appendix II: Market Compensation Findings
- Appendix III: Proposed Salary Range Schedule
- Appendix IV: Salary Range Placement Recommendations
- Appendix V: Additional Benefits



EXECUTIVE SUMMARY

Background

In May and June of 2020, Koff & Associates (“K&A”) conducted a comprehensive Total Compensation Study for the City of Rio Dell (“City”). All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

- The concern of the City Council and management that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows the City to recruit and retain a high-quality staff;
- The desire to have a compensation plan that can meet the needs of the City; and
- The desire to ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across the City.

The goals of the compensation study are to assist the City in developing a competitive pay and benefit plan, which is based upon market data, and to ensure that the plan is fiscally responsible and meets the needs of the City with regards to recruitment and retention of qualified staff.

Summary of Findings

This report summarizes the study methodology, analytical tools, and the total compensation (salary and benefits) survey findings. The results of the total compensation study showed:

- The City’s **base salaries, overall, in comparison to the market median are 21.6% below the market.**
- The City’s **total compensation, overall, in comparison to the market median is 13.1% below the market.**
- The City’s **benefits package** puts the City in a more competitive position compared to the market and, therefore, salary decisions should be based on total compensation versus base salary market results.
- K&A considers a classification falling within 5% of the median to be competitive.

STUDY PROCESS

Benchmark Classifications

The study included 29 classifications, and of those 16 classifications were selected in order to collect salary and benefits data within the defined labor market. Classifications that we would expect to provide a sufficient sample for analysis were selected as “benchmarks” to use as the basis to build the compensation plan. Benchmark classifications are those classifications that



are compared to the market, and these classifications are used as a means of anchoring the City's overall compensation plan to the market. Other classifications not surveyed will be included in the compensation plan and aligned to the benchmark classifications using internal equity principles.

The benchmark classifications are listed in Table 1.

Table 1. Benchmark Classification

Classification Title
1. Accountant II
2. Chief of Police
3. City Clerk
4. City Manager
5. Community Development Director
6. Community Services Officer
7. Finance Director
8. Fiscal Assistant II
9. Planning & Building Permit Specialist
10. Police Officer
11. Records Technician
12. Sergeant
13. Utility Worker II
14. Water/Wastewater Plant Operator II
15. Wastewater Superintendent
16. Water/Streets Superintendent

Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. In developing the list of potential comparator agencies, agencies were added to the potential list of comparator agencies based on the following factors:

- 1. Organizational type and structure** – It is generally recommended that agencies of a similar size and providing similar services to that of the City be used as comparators.



When it comes to technical classes, the size of an organization is not as critical, as these classes perform fairly similar work. The difference in size of an organization becomes more important when comparing classes at the management level. The scope of work and responsibility for management becomes much larger as an organization grows. Factors such as management of a large staff, consequence of error, the political nature of the job, and its visibility all grow with larger organizations. When it is difficult to find agencies that are similarly sized, it is important to get a good balance of smaller and larger agencies.

2. **Similarity of population, staff, and operational budgets** – These elements provide guidelines in relation to resources required (staff and funding) and available for the provision of services.
3. **Scope of services provided** – For the majority of classifications, it is important to select agencies providing similar services. Organizations providing the same services are ideal for comparators and most comparator agencies surveyed provide similar services to the City.
4. **Labor market and geographic location** – Today's labor market reality is that many agencies are in competition for the same pool of qualified employees because large portions of the workforce don't live in the communities they serve, are accustomed to lengthy commutes, and are more likely to consider changing jobs in a larger geographic area than in the past. Furthermore, by selecting employers within a geographic proximity to the City, the resulting labor market data generally reflects the region's cost of living, housing costs, growth rate, and other demographic characteristics to the same extent as competing employers to the City. Therefore, the geographic labor market area where the City may be recruiting from or losing employees to, was taken into consideration when selecting comparator organizations.

All factors mentioned should be considered in selecting the group of comparator agencies. The City agreed to a list of thirteen (13) agencies.

Table 2. Comparator Agencies

Agency
1. City of Alturas
2. City of Colusa
3. City of Corning
4. City of Crescent City
5. City of Ferndale
6. City of Fortuna
7. City of Gridley



Agency
8. City of Mt. Shasta
9. City of Orland
10. City of Red Bluff
11. City of Weed
12. City of Willits
13. City of Yreka

Salary and Benefits Data

The last element requiring discussion prior to beginning a market survey is the specific benefit data that will be collected and analyzed. The following salary and benefits data was collected for each benchmark classification (the cost of these benefits to each agency was converted into dollar amounts and can be found in Appendix II [Benefit Detail] of this report; these amounts were added to base salaries for total compensation purposes).

1. Monthly Base Salary

The top of the salary range and/or control point. All figures are presented on a monthly basis.

2. Employee Retirement

The retirement reflects the benefits offered to the majority of the employees:

- **PERS Formula:** The service retirement formula for each agency's Classic plan.
- **Employer Normal Cost:** Since the City participates in a defined contribution retirement plan and many of the comparator agencies participated in a defined benefit plan, the normal cost for the classic tier is reflected. The normal cost represents the annual cost of service accrual for active employees. Normal cost is shown as a percentage of payroll.
- **Employer Paid Member Contribution:** The amount of the employee's contribution to PERS that is paid by the employer (Employer Paid Member Contribution).
- **Social Security:** If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally-determined maximum contribution of \$711.45 per month was reported.
- **Other:** Any other retirement contributions made by the employer.

3. Deferred Compensation

Deferred compensation contributions provided to all employees of a classification with or without requiring the employee to make a contribution is reported.



4. Insurances

The employer paid premiums for an employee with family coverage was reported. The employer paid insurances included:

- Cafeteria/Flexible Benefit Plan
- Medical
- Dental
- Vision
- Other

5. Leaves

Other than sick leave, which is usage-based, the number of hours off for which the employer is obligated. All hours have been translated into direct salary costs.

- **Vacation:** The number of paid time off (or vacation) hours available to all employees who have completed five years of employment.
- **Holidays:** The number of holiday hours (including floating hours) available to employees.
- **Administrative:** Administrative (or management) leave is normally the number of paid leave hours available to Fair Labor Standards Act (“FLSA”) Exempt and/or management to reward for extraordinary effort (in lieu of overtime). This leave category may also include personal leave which may be available to augment vacation or other time off.

6. Auto Allowance

This category includes either the provision of an auto allowance or the provision of an auto for personal use only. If a vehicle is provided to any classification for commuting and other personal use, the average monthly rate is estimated at \$450. Mileage reimbursement is not included.

7. Other

This category includes any additional other benefits not captured above available to all in the class.

All of the benefit elements are negotiated benefits provided to all employees in the classification. As such, they represent an ongoing cost for which an agency must budget. Other benefit costs, such as sick leave, tuition reimbursement, and reimbursable mileage are usage-based and cannot be quantified on an individual employee basis.

Data Collection

Data was collected during the months of May and June 2020, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel, and



careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents.

Matching Methodology

K&A believes that the data collection step is the most critical for maintaining the overall credibility of any study and relied on the City's classification descriptions as the foundation for comparison.

When K&A researches and collects data from the comparator agencies to identify possible matches for each of the benchmark classifications, there is an assumption that comparable matches may not be made that are 100% equivalent to the classifications at the City. Therefore, K&A does not match based upon job titles, which can often be misleading, but rather analyze class descriptions before a comparable match is determined.

K&A's methodology is to analyze each class description and the whole position by evaluating factors such as:

- Definition and typical job functions;
- Distinguishing characteristics;
- Level within a class series (i.e., entry, experienced, journey, specialist, lead, etc.);
- Reporting relationship structure (for example, manages through lower-level staff);
- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- Independence of action/responsibility;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

In order for a match to be included, K&A requires that a classification's "likeness" be at approximately 70% of the matched classification.

When an appropriate match is not identified for one classification, K&A often uses "hybrids" which can be functional or represent a span in scope of responsibility. A functional hybrid means that the job of one classification at the City is performed by two or more classifications at a comparator agency. A "hybrid" representing a span in scope means that the comparator agency has one class that is "bigger" in scope and responsibility and one class that is "smaller," where the City's class falls in the middle.



If an appropriate match could not be found, then no match was reported as a non-comparable (N/C).

Data Spreadsheets

For each benchmark classification, there are three information pages:

- Top Monthly Base Salary Data
- Benefit Detail (Monthly Equivalent Values)
- Total Compensation Data

The average (mean) and median (midpoint) of the comparator agencies are reported on the top monthly salary and total compensation data spreadsheets. The % above or below that the City is compared to the average and median is also reported.

The mean is the sum of the comparator agencies' salaries/total compensation divided by the number of matches. The median is the midpoint of all data with 50% of data points below and 50% of data points above.

In order to calculate the mean and median, K&A requires that there be a minimum of four (4) comparator agencies with matching classifications to the benchmark classification. The reason for requiring a minimum of four matches is so that no one classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for 15 of the 16 benchmark classifications.

When using survey data to make salary range recommendations and adjustments, K&A recommends using the median, rather than the mean, because the median is not skewed by extremely high or low salary values.

MARKET COMPENSATION FINDINGS

The following table represents a summary of the market top monthly (base) salary and total compensation (base salary plus benefits [retirement, insurance, leaves, and allowances]) findings. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the top monthly salary market median and total compensation market median is listed. The table is sorted by top monthly salary in descending order from the most positive percentile (above market) to the most negative (below market).

Table 3. Market Compensation Results Summary

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
----------------------	--------------	------------------------------	-------------------------------------



Total Compensation Study – Draft Report

City of Rio Dell

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
City Clerk	6	-4.5	6.2
Water/Wastewater Plant Operator II	11	-13.5	-8.5
Water/Streets Superintendent	4	-14.8	-9.6
City Manager	12	-15.2	-7.6
Accountant II	5	-18.8	-13.9
Records Technician	10	-20.5	-10.9
Chief of Police	13	-22.0	-16.2
Sergeant	13	-22.1	-19.1
Wastewater Superintendent	8	-24.7	-14.9
Fiscal Assistant II	12	-25.0	-13.4
Police Officer	13	-27.2	-14.9
Utility Worker II	9	-34.4	-20.4
Finance Director	11	-38.6	-27.1
Community Services Officer	5	New Class	New Class
Planning & Building Permit Specialist	5	New Class	New Class
Community Development Director	2	INSUFFICIENT DATA	INSUFFICIENT DATA

Base Salary

Base salary market results show that thirteen classifications are paid below the market median, two classification are proposed new classifications, and one classification had insufficient data.

# of Classifications	<5%	5-10%	10-15%	15%+	Total
Below the Market Median	1	0	2	10	13
Above the Market Median	0	0	0	0	0



Total Compensation

Total compensation market results show that twelve classifications are paid below the market median, two classifications are proposed new classifications, one classification had insufficient data, and one classifications is paid above the market median.

# of Classifications	<5%	5-10%	10-15	15+	Total
Below the Market Median	0	3	5	4	12
Above the Market Median	0	1	0	0	1

Generally, a classification falling within 5% of the median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy, actual scope of work, and position requirements. However, the City can adopt a different standard.

Overall, the differences between market base salaries and total compensation indicate that the Rio Dell's benefits package puts the City at a more competitive advantage. Further analysis indicates that, on average, classifications are 21.6% below the market median for base salaries, while that figure changes to 13.1% below the market median for total compensation, which is a 8.5% difference (i.e., the City "gains" a 8.5% competitive advantage when taking benefits into consideration).

Benefits

The market benefits data reveals the City is competitive overall in the benefit package offered to employees. The major contributing factor that give the City a competitive advantage is the health insurance contribution, which is 9% above the average contribution. This is a cost measurement only and does not reflect comparative value.

INTERNAL SALARY RELATIONSHIPS

Building from the salary levels established for identified benchmark classes, internal salary relationships were developed and consistently applied in order to develop specific salary recommendations for all non-benchmarked classifications.

In the future, the City may need to utilize internal alignment practices if the number of staff grows and additional classifications are added or classifications change. While analyzing internal relationships, the same factors analyzed when comparing the City's classifications to the labor market are used when making internal salary alignment recommendations.

In addition, the following are standard human resources practices that are commonly applied when making salary recommendations based upon internal relationships:



- A salary within 5% of the market average or median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of the position and its requirements. However, the City can adopt a closer standard.
- Certain internal percentages are often applied. Those that are the most common are:
 - The differential between a trainee and experienced (or journey) class in a series (I/II or Trainee/Experienced) is generally 10% to 15%;
 - A lead or advanced journey-level (III or Senior-level) class is generally placed 10% to 15% above the journey-level.
 - A full supervisory class is normally placed at least 10% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.
- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

Internal equity between certain levels of classifications is a fundamental factor to be considered when making salary decisions. When conducting a market compensation survey, results can often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful consideration should be given to these alignments because they represent internal value of classifications within job families, as well as across the organization.

For the purposes of this study, K&A utilized market data to develop the salary recommendations for all of the benchmarked classifications, and used internal equity principles to make the salary recommendations for thirteen (13) classifications that were not benchmarked. For the non-benchmarked classifications, internal alignments with other classifications will need to be considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and “worth” to the City. Where it is difficult to ascertain internal relationships due to unique qualifications and responsibilities, reliance can be placed on past internal relationships. It is important for City management to carefully review these internal relationships and determine if they are still appropriate given the current market data.

It is also important to analyze market data and internal relationships within class series as well as across the organization, and make adjustments to salary range placements, as necessary, based on the needs of the organization.

The City may want to make internal equity adjustments or alignments, as it implements the compensation strategy. This market survey is only a tool to be used by the City to determine market indexing and salary determination.

RECOMMENDATIONS

Pay Philosophy

The City has many options regarding what type of compensation plan it wants to implement. This decision will be based on what the City’s pay philosophy is, at which level it desires to pay



its employees compared to the market, whether it is going to consider additional alternative compensation programs, and how great the competition is with other agencies over recruitment of a highly-qualified workforce.

Proposed Salary Structure

Currently, the City's salary structure does not have consistent range structure. Each salary range has a five steps with 3% between each step. It is recommended that the City maintain a salary structure, representative of industry best practice, of a five step range with 5% between each step and 2.5% between ranges. Appendix III contains the current salary range structure.

It is important to note that the salary range structure connects all salary ranges, and their steps, by formula, thereby allowing for COLAs to be applied to only one-dollar figure in the table/matrix, which then automatically updates the entire table. Due to the formula that connects each range to the next (with 2.5% differentials between each range), there is a compounding effect when drawing relationships that span several ranges. For example, with 2.5% differentials between ranges, four ranges should represent a 10% differential. However, because the compounding effect of 2.5%, on top of 2.5%, on top of 2.5%, and so on, the differential between Range 1 and Range 5 is not exactly 10%, but it is slightly greater.

Proposed Salary Range Placements

Appendix IV illustrates the proposed salary range placement for each classification based on the market data as well as the internal relationship analysis. The recommendations are based on total compensation market results. The following calculation was used:

1. Multiplied the City's current top monthly salary by the percentage difference between the City's total compensation and the total compensation market median to calculate the Market Placement Salary.
2. The classification was then placed within the proposed salary range with a Step 5 salary closest to the Market Placement Salary.

K&A also modified the current internal alignment in certain instances where it seemed warranted based on market-supported groupings and/or compaction issues.

For all classifications, this primary implementation procedure must be completed only at the initial time of implementation. In the future, if the City decides to implement annual across-the-board cost of living adjustment increases, only the salary schedule that was developed and included herein needs to be increased by the appropriate percentage, and each individual salary range will move up with this adjustment. This will ensure that the internal salary relationships are preserved and the salary schedule remains structured and easily administered.

Options for Implementation

While the City may be interested in bringing all salaries to the market median, in most cases this goal may not be reached with a single adjustment. In this case, one option is to use a phased implementation approach. Normally, if the compensation implementation program



must be carried over months or years, the classes that are farthest from the market median should receive the greatest equity increase (separate from any cost of living increase). If a class falls within 5% of the market median, it would be logical to make no equity adjustment in the first round of changes. However, if a class is more than 5% (or in this case, more than 20%) below the market median, a higher percentage change may be initially warranted to reduce the disparity.

For example, if the City decided to implement the recommendations over a three-year period, then the following guidelines could be applied for the initial increase of the three-year implementation plan:

Table 4. Three-Year Implementation Proposal

Market Disparity	% Increase
0 to 4.99%	0 to 2.49%
5.0% to 9.99%	2.5% to 4.99%
10.0% to 14.99%	5.0% to 7.49%
15.0% to 19.99%	7.5% to 9.99%
20.0% and above	10.0%

The initial first year adjustment would provide a portion of the equity increase and place the class into the closest step (but not below) where they are now. Subsequent increases would be spaced on a similar schedule (at annual intervals) based upon the remaining disparity after each adjustment.

Please note that typically, for those classes that had a market disparity of 0 to 4.99%, we recommend a 0% increase in the first year and an adjustment in the second year. Depending upon the City's financial situation, which will have to be reviewed before each further adjustment is made, all market disparity adjustments are intended to be completed by the third year. The City may also consider a similar implementation plan over a longer period of time, like a five-year implementation plan.

Another option is to move employees into the salary range that is recommended for each class based on this market study and to the step within the new range that is closest to their current compensation. If employees' current salaries are significantly below market so that their current compensation falls below the bottom of the newly recommended range, then larger adjustments would be needed to move those employees at least to the bottom of the new salary range.

The City may spend additional time to go through a process of deliberation and decision-making as to what compensation philosophy it should implement to attract, motivate, and retain a high-quality workforce. However, the City may want to consider adjusting those classifications' salaries that are currently below the market median as soon as possible, assuming that incumbents' performance meets the City's level of expectation.



When classifications are over market, K&A typically recommends Y-rating employees whose current pay exceeds the maximum of the recommended range until the market numbers “catch up” with their current salary. To Y-rate an employee means to keep the employee’s salary frozen and to provide no salary increases (including no cost of living adjustments) until the employee’s current salary is within the recommended salary range. This will result in no immediate loss of income, but will delay any future increases until the incumbent’s salary is within the salary range.

Other options to “freezing” a classification’s salary in place until the market catches up are:

- **“Grandfathering” of salary ranges:** This means that the salary range for the classification is adjusted down to what the market numbers are. However, current incumbents would continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) until they separate from employment with the City. Any new-hires would be paid within the newly established salary range.
- **Single-incumbent classes:** If a class only has one incumbent, an option would be to wait until the person separates from employment with the City and then adjust the salary range for the class according to the market.
- **Recent hires:** Some employees who have recently been hired may still be at one of the lower steps within their current salary range. So, even if the top of their current salary range is above market, the incumbents are currently still paid below the market maximum because they are not at the top of their current salary range. In this case, an immediate salary range adjustment could be made to bring the salary range within the market. This would bring the affected incumbents either to the top of the market range or very close to it, but they would not technically be Y-rated or lose any pay.

Another option, of course, is to actually reduce salaries down to the market. However, from an employee relations perspective this may not be a viable option.

USING THE MARKET DATA AS A TOOL

K&A would like to reiterate that this report and the findings are meant to be a tool for the City to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff; however, financial realities and the City’s expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data presented herein represents a market survey that will give the City an instrument to make future compensation decisions.

It has been a pleasure working with City on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

Respectfully submitted by,
Koff & Associates



Total Compensation Study – Draft Report

City of Rio Dell

A handwritten signature in purple ink, appearing to read 'Katie Kaneko', is written over a horizontal line.

Katie Kaneko
President



Appendix I

Results Summary

City of Rio Dell - Results Summary
June 2020

Classification	Top Monthly Salary Data				Total Monthly Compensation Data				# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Average of Comparators	% above or below	Median of Comparators	
Accountant II	\$ 4,604	\$ 5,357	-16.4%	\$ 5,471	-18.8%	\$ 7,652	-12.6%	\$ 8,717	5
Chief of Police	\$ 7,460	\$ 8,670	-16.2%	\$ 9,104	-22.0%	\$ 12,913	-8.0%	\$ 15,007	13
City Clerk	\$ 5,031	\$ 5,194	-3.2%	\$ 5,258	-4.5%	\$ 8,674	7.2%	\$ 8,139	6
City Manager	\$ 9,449	\$ 11,371	-20.3%	\$ 10,884	-15.2%	\$ 15,033	-11.7%	\$ 16,170	12
Community Development Director	\$ 7,135	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Finance Director	proposed	\$ 3,912		\$ 4,021		proposed		\$ 6,938	5
Fiscal Assistant II	\$ 5,965	\$ 7,861	-31.8%	\$ 8,265	-38.6%	\$ 9,818	-20.0%	\$ 12,476	11
Planning & Building Permit Specialist	\$ 3,146	\$ 3,900	-24.0%	\$ 3,933	-25.0%	\$ 5,829	-14.8%	\$ 6,611	12
Police Officer	proposed	\$ 3,874		\$ 3,940		proposed		\$ 6,758	5
Records Technician	\$ 4,099	\$ 4,954	-20.9%	\$ 5,215	-27.2%	\$ 7,493	-12.5%	\$ 8,609	13
Sergeant	\$ 3,201	\$ 3,855	-20.4%	\$ 3,859	-20.5%	\$ 5,898	-13.3%	\$ 6,539	10
Utility Worker II	\$ 5,055	\$ 6,028	-19.2%	\$ 6,170	-22.1%	\$ 8,784	-12.7%	\$ 10,462	13
W/WWW Plant Operator II	\$ 2,828	\$ 3,762	-33.0%	\$ 3,802	-34.4%	\$ 5,432	-22.1%	\$ 6,539	9
Wastewater Superintendent	\$ 3,749	\$ 4,387	-17.0%	\$ 4,255	-13.5%	\$ 6,583	-9.6%	\$ 7,140	11
Water/Streets Superintendent	\$ 5,445	\$ 6,627	-21.7%	\$ 6,791	-24.7%	\$ 9,168	-9.8%	\$ 10,530	8
	\$ 5,774	\$ 6,673	-15.6%	\$ 6,629	-14.8%	\$ 9,605	-9.6%	\$ 10,530	4
		AVERAGE:	-20.0%	AVERAGE:	-21.6%	AVERAGE:	-11.5%	AVERAGE:	-13.1%



Appendix II

Market Compensation Findings

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City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)
June 2020

Accountant II									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Crescent City	Accountant	\$ 5,798	\$ 2,859	\$ 8,657	7/1/2019	unknown	unknown	
2	City of Red Bluff	Financial Management Specialist	\$ 5,752	\$ 3,536	\$ 9,288	2/19/2020	unknown	unknown	
3	City of Gridley	Accountant I	\$ 5,471	\$ 3,722	\$ 9,193	7/1/2019	7/1/2020	3.00%	
4	City of Willits ¹	Senior Accountant	\$ 5,143	\$ 3,574	\$ 8,717	7/1/2019	7/1/2020	2.00%	
5	City of Colusa	Finance Analyst	\$ 4,621	\$ 2,613	\$ 7,234	4/1/2020	unknown	unknown	
6	City of Rio Dell	Accountant II	\$ 4,604	\$ 3,048	\$ 7,652	7/1/2020	unknown	unknown	
7	City of Corning	N/C							
8	City of Alturas	N/C							
9	City of Orland	N/C							
10	City of Mt. Shasta	N/C							
11	City of Weed	N/C							
12	City of Yreka	N/C							
13	City of Ferndale	N/C							
14	City of Fortuna	N/C							

Summary Results		Top Monthly	Total Monthly
Average of Comparators		\$ 5,357	\$ 8,618
% City of Rio Dell Above/Below		-16.4%	-12.6%
Median of Comparators		\$ 5,471	\$ 8,717
% City of Rio Dell Above/Below		-18.8%	-13.9%
Number of Matches		5	5

N/C - Non Comparator

1 - City of Willits: COLA may be delayed.

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City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)
June 2020

Chief of Police									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Red Bluff	Chief of Police	\$ 10,421	\$ 6,140	\$ 16,561	2/19/2020	unknown	unknown	
2	City of Colusa	Police Chief	\$ 10,329	\$ 5,928	\$ 16,257	4/1/2020	unknown	unknown	
3	City of Gridley	Police Chief	\$ 10,019	\$ 6,411	\$ 16,430	7/1/2019	7/1/2020	3.00%	
4	City of Yreka	Chief of Police	\$ 9,814	\$ 5,803	\$ 15,616	1/1/2020	1/1/2021	2.50%	
5	City of Corning	Police Chief	\$ 9,433	\$ 6,294	\$ 15,727	12/15/2019	12/27/2020	3.00%-5.00%	
6	City of Crescent City	Chief of Police	\$ 9,327	\$ 5,012	\$ 14,339	7/1/2019	unknown	unknown	
7	City of Willits	Chief of Police	\$ 9,104	\$ 5,904	\$ 15,007	7/1/2019	unknown	unknown	
8	City of Orland	Chief of Police	\$ 8,667	\$ 6,403	\$ 15,069	7/1/2019	7/1/2020	3.00%	
9	City of Fortuna	Police Chief	\$ 8,029	\$ 4,962	\$ 12,991	7/1/2019	unknown	unknown	
10	City of Alturas	Chief of Police	\$ 7,667	\$ 5,447	\$ 13,113	8/1/2019	8/1/2020	2.17%	
11	City of Weed	Police Chief	\$ 7,484	\$ 3,660	\$ 11,144	7/1/2019	7/1/2020	4.00%	
12	City of Rio Dell	Chief of Police	\$ 7,460	\$ 5,453	\$ 12,913	7/1/2020	unknown	unknown	
13	City of Mt. Shasta	Police Chief	\$ 6,635	\$ 3,426	\$ 10,061	7/1/2019	unknown	unknown	
14	City of Ferndale	Police Chief	\$ 5,788	\$ 3,131	\$ 8,919	6/4/2019	unknown	unknown	

Summary Results		Top Monthly	Total Monthly
Average of Comparators		\$ 8,670	\$ 13,941
% City of Rio Dell Above/Below		-16.2%	-8.0%
Median of Comparators		\$ 9,104	\$ 15,007
% City of Rio Dell Above/Below		-22.0%	-16.2%
Number of Matches		13	13

N/C - Non Comparator

City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)
June 2020

City Clerk									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Weed	City Clerk	\$ 6,654	\$ 2,995	\$ 9,649	7/1/2019	7/1/2020	4.00%	
2	City of Fortuna	City Clerk/Human Resources Manager	\$ 6,208	\$ 3,620	\$ 9,828	7/1/2019	7/1/2020	\$0.50 /hour	
3	City of Crescent City	City Clerk	\$ 6,092	\$ 2,926	\$ 9,017	7/1/2019	unknown	unknown	
4	City of Rio Dell	City Clerk	\$ 5,031	\$ 3,643	\$ 8,674	7/1/2020	unknown	unknown	
5	City of Ferndale	City Clerk	\$ 4,424	\$ 2,078	\$ 6,502	unknown	unknown	unknown	
6	City of Alturas	City Clerk	\$ 3,958	\$ 3,302	\$ 7,261	2/1/2020	2/1/2021	4.21%	
7	City of Mt. Shasta	Deputy City Clerk	\$ 3,831	\$ 2,210	\$ 6,041	7/1/2019	unknown	unknown	
8	City of Red Bluff	N/C							
9	City of Corning	N/C							
10	City of Gridley	N/C							
11	City of Willits	N/C							
12	City of Yreka	N/C							
13	City of Colusa	N/C							
14	City of Orland	N/C							

Summary Results			Top Monthly	Total Monthly
Average of Comparators			\$ 5,194	\$ 8,050
% City of Rio Dell Above/Below			-3.2%	7.2%
Median of Comparators			\$ 5,258	\$ 8,139
% City of Rio Dell Above/Below			-4.5%	6.2%
Number of Matches			6	6

N/C - Non Comparator

City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)
June 2020

City Manager									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Colusa	City Manager	\$ 17,719	\$ 6,605	\$ 24,324	4/1/2020	unknown	unknown	
2	City of Red Bluff ¹	City Manager	\$ 15,185	\$ 6,660	\$ 21,845	2/19/2020	unknown	unknown	
3	City of Weed	City Manager	\$ 12,012	\$ 5,017	\$ 17,029	7/1/2019	7/1/2020	4.00%	
4	City of Crescent City	City Manager	\$ 11,128	\$ 4,285	\$ 15,413	7/1/2019	unknown	unknown	
5	City of Corning	City Manager	\$ 11,001	\$ 5,223	\$ 16,224	12/15/2019	unknown	unknown	
6	City of Willits	City Manager	\$ 10,924	\$ 6,600	\$ 17,524	7/1/2019	unknown	unknown	
7	City of Yreka	City Manager	\$ 10,845	\$ 4,977	\$ 15,821	1/1/2020	unknown	unknown	
8	City of Orland	City Manager	\$ 10,541	\$ 6,496	\$ 17,038	7/1/2019	unknown	unknown	
9	City of Fortuna	City Manager	\$ 10,500	\$ 5,290	\$ 15,790	7/1/2019	12/1/2020	3.00%	
10	City of Gridley	City Administrator	\$ 10,350	\$ 5,766	\$ 16,116	7/1/2019	unknown	unknown	
11	City of Rio Dell	City Manager	\$ 9,449	\$ 5,585	\$ 15,033	7/1/2020	unknown	unknown	
12	City of Ferndale	City Manager	\$ 8,248	\$ 4,783	\$ 13,031	unknown	unknown	unknown	
13	City of Mt. Shasta	City Manager	\$ 8,000	\$ 3,273	\$ 11,273	7/1/2019	unknown	unknown	
14	City of Alturas	N/C							

Summary Results			Top Monthly	Total Monthly
Average of Comparators			\$ 11,371	\$ 16,786
% City of Rio Dell Above/Below			-20.3%	-11.7%
Median of Comparators			\$ 10,884	\$ 16,170
% City of Rio Dell Above/Below			-15.2%	-7.6%
Number of Matches			12	12

N/C - Non Comparator

1 - City of Red Bluff: City Manager also functions as the City Attorney (30% of time).

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City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)
June 2020

Community Development Director									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Willits	Community Development Director	\$ 8,474	\$ 4,863	\$ 13,337	7/1/2019	unknown	unknown	
2	City of Red Bluff	Community Development Director	\$ 7,642	\$ 4,185	\$ 11,827	2/19/2020	unknown	unknown	
3	City of Rio Dell	Community Development Director	\$ 7,135	\$ 4,237	\$ 11,372	7/1/2020	unknown	unknown	
4	City of Gridley	N/C							
5	City of Fortuna	N/C							
6	City of Ferndale	N/C							
7	City of Yreka	N/C							
8	City of Weed	N/C							
9	City of Crescent City	N/C							
10	City of Orland	N/C							
11	City of Corning	N/C							
12	City of Colusa	N/C							
13	City of Alturas	N/C							
14	City of Mt. Shasta	N/C							

Summary Results		Top Monthly	Total Monthly
Average of Comparators	% City of Rio Dell Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	% City of Rio Dell Above/Below	Insuff. Data	Insuff. Data
Number of Matches		2	2

N/C - Non Comparator

City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)
June 2020

Community Services Officer									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Yreka ²	[Code Enforcement Officer/ Animal Control Officer]	\$ 4,437	\$ 3,027	\$ 7,464	1/1/2020	1/1/2021	2.50%	
2	City of Gridley ¹	[Community Service Officer/ Animal Control Officer]	\$ 4,236	\$ 3,571	\$ 7,807	7/1/2019	7/1/2020	2.00%	
3	City of Corning	Community Service Officer	\$ 4,021	\$ 2,917	\$ 6,938	12/15/2019	12/27/2020	3.00%-5.00%	
4	City of Fortuna	Community Services Officer II	\$ 3,463	\$ 2,887	\$ 6,350	7/1/2019	7/1/2020	3.00%	
5	City of Red Bluff	Community Services Officer	\$ 3,401	\$ 2,533	\$ 5,934	2/19/2020	unknown	unknown	
6	City of Rio Dell	Community Services Officer	\$ 0	\$ 0	\$ 0	7/1/2020	unknown	unknown	
7	City of Ferndale	N/C							
8	City of Weed	N/C							
9	City of Crescent City	N/C							
10	City of Orland	N/C							
11	City of Colusa	N/C							
12	City of Alturas	N/C							
13	City of Mt. Shasta	N/C							
14	City of Willits	N/C							

Summary Results		Top Monthly	Total Monthly
Average of Comparators	% City of Rio Dell Above/Below	\$ 3,912	\$ 6,899
Median of Comparators	% City of Rio Dell Above/Below	\$ 4,021	\$ 6,938
Number of Matches		5	5

N/C - Non Comparator

1 - City of Gridley: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Yreka: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)
June 2020

Finance Director									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Colusa	Finance Director	\$ 10,840	\$ 4,804	\$ 15,644	4/1/2020	unknown	unknown	
2	City of Gridley	Finance Director	\$ 10,019	\$ 5,230	\$ 15,249	7/1/2019	7/1/2020	3.00%	
3	City of Crescent City	Director of Finance	\$ 8,772	\$ 3,704	\$ 12,476	7/1/2019	unknown	unknown	
4	City of Fortuna	Finance Director	\$ 8,747	\$ 4,252	\$ 12,999	7/1/2019	2/20/2021	\$0.50 /hour	
5	City of Willits	Finance Director/Treasurer	\$ 8,474	\$ 4,863	\$ 13,337	7/1/2019	unknown	unknown	
6	City of Red Bluff	Finance Director	\$ 8,265	\$ 4,384	\$ 12,649	2/19/2020	unknown	unknown	
7	City of Yreka	Finance & Admin Services Director	\$ 7,722	\$ 4,048	\$ 11,770	1/1/2020	1/1/2021	2.50%	
8	City of Weed	Director of Finance	\$ 7,484	\$ 3,251	\$ 10,735	7/1/2019	7/1/2020	4.00%	
9	City of Mt. Shasta	Director of Finance	\$ 6,635	\$ 2,925	\$ 9,560	7/1/2019	unknown	unknown	
10	City of Rio Dell	Finance Director	\$ 5,965	\$ 3,853	\$ 9,818	7/1/2020	unknown	unknown	
11	City of Ferndale	Finance Director	\$ 4,806	\$ 2,171	\$ 6,977	unknown	unknown	unknown	
12	City of Alturas	Finance Director	\$ 4,708	\$ 3,540	\$ 8,249	11/1/2019	11/1/2020	5.31%	
13	City of Corning	N/C							
14	City of Orland	N/C							

Summary Results		Top Monthly	Total Monthly
Average of Comparators		\$ 7,861	\$ 11,786
% City of Rio Dell Above/Below		-31.8%	-20.0%
Median of Comparators		\$ 8,265	\$ 12,476
% City of Rio Dell Above/Below		-38.6%	-27.1%
Number of Matches		11	11

N/C - Non Comparator

City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)
June 2020

Fiscal Assistant II									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Colusa	Account Clerk II	\$ 4,621	\$ 2,613	\$ 7,234	4/1/2020	unknown	unknown	
2	City of Orland	Accounting Technician II	\$ 4,446	\$ 3,316	\$ 7,763	7/1/2019	7/1/2020	3.00%	
3	City of Gridley ¹	[Accounting Technician/ Administrative Services Clerk II]	\$ 4,307	\$ 3,484	\$ 7,791	7/1/2019	7/1/2020	3.00%	
4	City of Willits	Office Assistant III/Utility Billing	\$ 4,087	\$ 3,259	\$ 7,347	7/1/2019	7/1/2020	2.00%	
5	City of Weed ²	[AP Clerk/ AR Clerk]	\$ 4,047	\$ 2,049	\$ 6,096	7/1/2019	7/1/2020	4.00%	
6	City of Yreka	Fiscal and Admin Technician II	\$ 3,940	\$ 2,818	\$ 6,758	1/1/2020	1/1/2021	2.50%	
7	City of Corning	Accounting Assistant	\$ 3,927	\$ 2,874	\$ 6,801	12/15/2019	12/27/2020	3.00%-5.00%	
8	City of Crescent City	Account Clerk II	\$ 3,626	\$ 2,365	\$ 5,991	7/1/2019	unknown	unknown	
9	City of Fortuna	Account Clerk III	\$ 3,608	\$ 2,834	\$ 6,442	7/1/2019	7/1/2020	\$0.50 /hour	
10	City of Mt. Shasta	Accounting Assistant	\$ 3,423	\$ 2,106	\$ 5,529	7/1/2019	unknown	unknown	
11	City of Red Bluff	Account Clerk II	\$ 3,418	\$ 2,633	\$ 6,051	2/19/2020	unknown	unknown	
12	City of Alturas	Administrative Clerk II	\$ 3,353	\$ 3,110	\$ 6,464	7/1/2018	unknown	unknown	
13	City of Rio Dell	Fiscal Assistant II	\$ 3,146	\$ 2,683	\$ 5,829	7/1/2020	unknown	unknown	
14	City of Ferndale	N/C							

Summary Results		Top Monthly	Total Monthly
Average of Comparators		\$ 3,900	\$ 6,689
% City of Rio Dell Above/Below		-24.0%	-14.8%
Median of Comparators		\$ 3,933	\$ 6,611
% City of Rio Dell Above/Below		-25.0%	-13.4%
Number of Matches		12	12

N/C - Non Comparator

1 - City of Gridley: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Weed: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)
June 2020

Planning & Building Permit Specialist									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Fortuna	Senior Administrative Assistant	\$ 4,344	\$ 2,989	\$ 7,332	7/1/2019	7/1/2020	\$0.50 /hour	
2	City of Gridley	Administrative Services Clerk II	\$ 4,100	\$ 3,441	\$ 7,541	7/1/2019	7/1/2020	3.00%	
3	City of Yreka	Fiscal and Admin Technician II	\$ 3,940	\$ 2,818	\$ 6,758	1/1/2020	1/1/2021	2.50%	
4	City of Colusa	Building Code Enforcement Technician	\$ 3,621	\$ 2,341	\$ 5,962	4/1/2020	unknown	unknown	
5	City of Crescent City	Planning - Office Technician	\$ 3,368	\$ 2,306	\$ 5,674	7/1/2019	unknown	unknown	
6	City of Corning	N/C							
7	City of Alturas	N/C							
8	City of Red Bluff	N/C							
9	City of Orland	N/C							
10	City of Mt. Shasta	N/C							
11	City of Weed	N/C							
12	City of Willits	N/C							
13	City of Ferndale	N/C							
14	City of Rio Dell	Planning & Building Permit Specialist	\$ 0	\$ 0	\$ 0	7/1/2020	unknown	unknown	

Summary Results		
Average of Comparators	Top Monthly	Total Monthly
% City of Rio Dell Above/Below	\$ 3,874	\$ 6,653
Median of Comparators		
% City of Rio Dell Above/Below	\$ 3,940	\$ 6,758
Number of Matches	5	5

City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)
June 2020

Police Officer									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Corning	Police Officer	\$ 6,120	\$ 4,167	\$ 10,287	12/15/2019	12/27/2020	3.00%-5.00%	
2	City of Gridley	Police Officer	\$ 5,581	\$ 4,461	\$ 10,042	7/1/2019	7/1/2020	2.00%	
3	City of Crescent City	Police Officer	\$ 5,468	\$ 3,141	\$ 8,609	7/1/2019	unknown	unknown	
4	City of Willits	Police Officer II	\$ 5,344	\$ 3,995	\$ 9,339	7/1/2019	7/1/2020	2.00%	
5	City of Red Bluff	Police Officer	\$ 5,337	\$ 3,604	\$ 8,941	2/19/2020	unknown	unknown	
6	City of Orland	Police Officer	\$ 5,221	\$ 4,182	\$ 9,403	7/1/2019	7/1/2020	6.00%	
7	City of Weed	Police Officer	\$ 5,215	\$ 3,262	\$ 8,477	7/1/2019	7/1/2020	4.00%	
8	City of Colusa	Police Officer	\$ 5,095	\$ 3,187	\$ 8,282	4/1/2020	unknown	unknown	
9	City of Yreka	Police Officer	\$ 5,087	\$ 3,635	\$ 8,722	1/1/2020	1/1/2021	2.50%	
10	City of Fortuna	Police Officer	\$ 4,470	\$ 3,468	\$ 7,938	7/1/2019	7/1/2020	3.00%	
11	City of Mt. Shasta	Police Officer	\$ 4,141	\$ 2,617	\$ 6,758	7/1/2019	unknown	unknown	
12	City of Rio Dell	Police Officer	\$ 4,099	\$ 3,394	\$ 7,493	7/1/2020	unknown	unknown	
13	City of Alturas	Patrolman	\$ 4,063	\$ 3,648	\$ 7,711	7/1/2018	unknown	unknown	
14	City of Ferndale	Police Officer	\$ 3,261	\$ 1,847	\$ 5,108	unknown	unknown	unknown	

Summary Results		Total Monthly
Average of Comparators	\$ 4,954	\$ 8,432
% City of Rio Dell Above/Below	-20.9%	-12.5%
Median of Comparators	\$ 5,215	\$ 8,609
% City of Rio Dell Above/Below	-27.2%	-14.9%
Number of Matches	13	13

N/C - Non Comparator

City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)
June 2020

Records Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Corning	Police Dispatcher/Clerk	\$ 4,468	\$ 3,096	\$ 7,564	12/15/2019	12/27/2020	3.00%-5.00%
2	City of Weed	Admin Secretary	\$ 4,378	\$ 2,140	\$ 6,518	7/1/2019	7/1/2020	4.00%
3	City of Yreka	Records Specialist	\$ 4,286	\$ 2,912	\$ 7,198	1/1/2020	1/1/2021	2.50%
4	City of Colusa	Police Services Technician	\$ 4,091	\$ 2,469	\$ 6,560	4/1/2020	unknown	unknown
5	City of Crescent City	Records Specialist	\$ 3,906	\$ 2,428	\$ 6,334	7/1/2019	unknown	unknown
6	City of Gridley	Community Services Officer	\$ 3,812	\$ 3,407	\$ 7,219	7/1/2019	7/1/2020	2.00%
7	City of Orland	Dispatch Records Clerk	\$ 3,739	\$ 3,200	\$ 6,938	7/1/2019	7/1/2020	6.00%
8	City of Alturas	Police Clerk	\$ 3,353	\$ 3,152	\$ 6,505	7/1/2018	unknown	unknown
9	City of Fortuna	Records Clerk	\$ 3,266	\$ 2,812	\$ 6,078	7/1/2019	7/1/2020	3.00%
10	City of Red Bluff	Police Records Specialist II	\$ 3,255	\$ 2,627	\$ 5,882	2/19/2020	unknown	unknown
11	City of Rio Dell	Records Technician	\$ 3,201	\$ 2,697	\$ 5,898	7/1/2020	unknown	unknown
12	City of Mt. Shasta	N/C						
13	City of Willits	N/C						
14	City of Ferndale	N/C						

Summary Results		Top Monthly	Total Monthly
Average of Comparators		\$ 3,855	\$ 6,680
% City of Rio Dell Above/Below		-20.4%	-13.3%
Median of Comparators		\$ 3,859	\$ 6,539
% City of Rio Dell Above/Below		-20.5%	-10.9%
Number of Matches		10	10

N/C - Non Comparator

City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)
June 2020

Sergeant

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Weed	Police Sergeant	\$ 7,295	\$ 3,946	\$ 11,241	7/1/2019	7/1/2020	4.00%
2	City of Crescent City	Sergeant	\$ 6,918	\$ 3,544	\$ 10,462	7/1/2019	unknown	unknown
3	City of Corning	Police Sergeant	\$ 6,918	\$ 4,458	\$ 11,376	12/15/2019	12/27/2020	3.00%-5.00%
4	City of Yreka	Sergeant	\$ 6,819	\$ 4,251	\$ 11,069	1/1/2020	1/1/2021	2.50%
5	City of Gridley	Sergeant	\$ 6,731	\$ 4,823	\$ 11,554	7/1/2019	7/1/2020	2.00%
6	City of Willits	Police Sergeant	\$ 6,575	\$ 4,427	\$ 11,002	7/1/2019	7/1/2020	2.00%
7	City of Orland	Sergeant	\$ 6,170	\$ 5,019	\$ 11,188	7/1/2019	7/1/2020	6.00%
8	City of Red Bluff	Police Sergeant	\$ 6,071	\$ 3,883	\$ 9,954	2/19/2020	unknown	unknown
9	City of Colusa	Police Sergeant	\$ 6,013	\$ 3,505	\$ 9,518	4/1/2020	unknown	unknown
10	City of Fortuna	Police Sergeant	\$ 5,229	\$ 3,691	\$ 8,920	7/1/2019	7/1/2020	3.00%
11	City of Rio Dell	Sergeant	\$ 5,055	\$ 3,729	\$ 8,784	7/1/2020	unknown	unknown
12	City of Mt. Shasta	Police Sergeant	\$ 4,866	\$ 2,852	\$ 7,718	7/1/2019	unknown	unknown
13	City of Alturas	Sergeant	\$ 4,597	\$ 3,848	\$ 8,445	7/1/2018	unknown	unknown
14	City of Ferndale	Sergeant	\$ 4,157	\$ 2,064	\$ 6,221	unknown	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,028	\$ 9,898
% City of Rio Dell Above/Below	-19.2%	-12.7%
Median of Comparators	\$ 6,170	\$ 10,462
% City of Rio Dell Above/Below	-22.1%	-19.1%
Number of Matches	13	13

N/C - Non Comparator

City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)

June 2020

Utility Worker II									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Gridley ³	Maintenance Worker II	\$ 4,303	\$ 3,483	\$ 7,786	7/1/2019	7/1/2020	3.00%	
2	City of Orland ⁴	Maintenance Worker	\$ 3,975	\$ 3,172	\$ 7,147	7/1/2019	7/1/2020	3.00%	
3	City of Crescent City ¹	[Utility Mechanic/ Maintenance Worker II]	\$ 3,962	\$ 2,441	\$ 6,403	7/1/2019	unknown	unknown	
4	City of Yreka	Maintenance Worker	\$ 3,940	\$ 2,835	\$ 6,774	1/1/2020	1/1/2021	2.50%	
5	City of Willits	Public Works Maintenance Worker II	\$ 3,802	\$ 3,174	\$ 6,976	7/1/2019	7/1/2020	2.00%	
6	City of Fortuna ²	[Utility Worker III/ Street Maint Worker III]	\$ 3,674	\$ 2,865	\$ 6,539	7/1/2019	7/1/2020	3.00%	
7	City of Mt. Shasta	Maintenance Worker II	\$ 3,510	\$ 2,128	\$ 5,638	7/1/2019	unknown	unknown	
8	City of Red Bluff ⁵	[Water System Maintenance Worker/ Wastewater Collection Maintenance Worker]	\$ 3,425	\$ 2,669	\$ 6,093	2/19/2020	unknown	unknown	
9	City of Alturas	Maintenance Worker II	\$ 3,272	\$ 3,084	\$ 6,356	7/1/2018	unknown	unknown	
10	City of Rio Dell	Utility Worker II	\$ 2,828	\$ 2,604	\$ 5,432	7/1/2020	unknown	unknown	
11	City of Corning	N/C							
12	City of Colusa	N/C							
13	City of Weed	N/C							
14	City of Ferndale	N/C							

Summary Results		Top Monthly	Total Monthly
Average of Comparators		\$ 3,762	\$ 6,635
% City of Rio Dell Above/Below		-33.0%	-22.1%
Median of Comparators		\$ 3,802	\$ 6,539
% City of Rio Dell Above/Below		-34.4%	-20.4%
Number of Matches	9		9

N/C - Non Comparator

- 1 - City of Crescent City: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 2 - City of Fortuna: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 3 - City of Gridley: Reported base pay plus flat rate of \$238 for distribution certificate.
- 4 - City of Orland: Includes 2.5% certification pay per Treatment/Distribution certificate for a 5% increase for Distribution Grade II.
- 5 - City of Red Bluff: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)
June 2020

WWWW Plant Operator II									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Gridley ¹	Senior Maintenance Worker (Plant Operator)	\$6,236	\$3,878	\$10,114	7/1/2019	7/1/2020	3.00%	
2	City of Colusa	Utility System Operator II	\$4,911	\$2,692	\$7,603	4/1/2020	unknown	unknown	
3	City of Crescent City	WW Treatment Plant Operator II	\$4,712	\$2,612	\$7,324	7/1/2019	unknown	unknown	
4	City of Weed	Wastewater Treatment Plant Operator	\$4,405	\$2,181	\$6,586	7/1/2019	7/1/2020	4.00%	
5	City of Yreka ⁴	[Water Treatment Plant Operator II/ Wastewater Treatment Plant Operator II]	\$4,343	\$2,944	\$7,287	1/1/2020	1/1/2021	2.50%	
6	City of Ferndale	Wastewater Assistant	\$4,255	\$2,037	\$6,292	unknown	unknown	unknown	
7	City of Orland ²	Maintenance Worker W/ Cert Pay	\$4,165	\$3,230	\$7,395	7/1/2019	7/1/2020	3.00%	
8	City of Fortuna	Treatment Plant Operator II	\$3,957	\$2,924	\$6,881	7/1/2019	7/1/2020	\$0.50 /hour	
9	City of Willits ³	[Wastewater Plant Operator II/ Water Plant Operator II]	\$3,929	\$3,212	\$7,140	7/1/2019	7/1/2020	2.00%	
10	City of Rio Dell	WWWW Plant Operator II	\$3,749	\$2,864	\$6,613	7/1/2020	unknown	unknown	
11	City of Mt. Shasta	Wastewater Plant Operator II	\$3,729	\$2,184	\$5,913	7/1/2019	unknown	unknown	
12	City of Alturas	Wastewater Treatment/ Class II	\$3,611	\$3,192	\$6,803	7/1/2018	unknown	unknown	
13	City of Red Bluff	N/C							
14	City of Corning	N/C							

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$4,387	\$7,213
% City of Rio Dell Above/Below	-17.0%	-9.6%
Median of Comparators	\$4,255	\$7,140
% City of Rio Dell Above/Below	-13.5%	-8.5%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Gridley: 5% additional compensation will be added to base pay of the Senior Maintenance Worker for performing the primary duty of operating the sewer plant and maintaining the water system. Reported base pay + 5% acting pay + \$266 flat rate distribution certificate + \$531 flat rate Water Treatment grade II certificate + \$531 flat rate Wastewater Treatment grade II certificate.

2 - City of Orland: Includes 2.5% certification pay per Treatment/Distribution certificate for a 10% increase for Distribution Grade II and Treatment Grade II.

3 - City of Willits: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

4 - City of Yreka: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)
June 2020

Wastewater Superintendent									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Ferndale	Chief Wastewater Plant Operator	\$ 8,373	\$ 3,034	\$ 11,407	unknown	unknown	unknown	
2	City of Gridley ²	Public Works Maintenance Supervisor	\$ 7,224	\$ 4,080	\$ 11,304	7/1/2019	7/1/2020	3.00%	
3	City of Colusa	Water/Sewer Utilities Superintendent	\$ 7,130	\$ 3,624	\$ 10,754	4/1/2020	unknown	unknown	
4	City of Crescent City ¹	[WW Treatment Plant Senior Operator/ Utilities Manager]	\$ 6,830	\$ 3,225	\$ 10,055	7/1/2019	unknown	unknown	
5	City of Yreka	Wastewater Treatment Plant Manager	\$ 6,753	\$ 3,595	\$ 10,349	1/1/2020	1/1/2021	2.50%	
6	City of Willits ³	[Utilities Superintendent/ Chief Wastewater Operator]	\$ 6,505	\$ 4,206	\$ 10,711	7/1/2019	7/1/2020	2.00%	
7	City of Fortuna	Chief Treatment Plant Operator	\$ 6,208	\$ 3,517	\$ 9,725	7/1/2019	7/1/2020	\$0.50 /hour	
8	City of Rio Dell	Wastewater Superintendent	\$ 5,445	\$ 3,723	\$ 9,168	7/1/2020	unknown	unknown	
9	City of Mt. Shasta	Chief Plant Operator	\$ 3,991	\$ 2,251	\$ 6,242	7/1/2019	unknown	unknown	
10	City of Red Bluff	N/C							
11	City of Orland	N/C							
12	City of Corning	N/C							
13	City of Weed	N/C							
14	City of Alturas	N/C							

Summary Results		Top Monthly	Total Monthly
Average of Comparators		\$ 6,627	\$ 10,068
% City of Rio Dell Above/Below		-21.7%	-9.8%
Median of Comparators		\$ 6,791	\$ 10,530
% City of Rio Dell Above/Below		-24.7%	-14.9%
Number of Matches		8	8

N/C - Non Comparator

1 - City of Crescent City: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Gridley: Reported base pay plus flat rate \$622 wastewater treatment certificate + \$622 flat rate water treatment grade II + \$311 flat rate distribution certificate.

3 - City of Willits: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

City of Rio Dell - Market Compensation Data (sorted by Top Monthly Salary)
June 2020

WaterStreets Superintendent									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Gridley ²	Public Works Maintenance Supervisor	\$ 7,224	\$ 4,080	\$ 11,304	7/1/2019	7/1/2020	3.00%	
2	City of Yreka	Water Manager	\$ 6,753	\$ 3,595	\$ 10,349	1/1/2020	1/1/2021	2.50%	
3	City of Willits ³	[Utilities Superintendent/ Chief Water Operator]	\$ 6,505	\$ 4,206	\$ 10,711	7/1/2019	7/1/2020	2.00%	
4	City of Fortuna ¹	[Utility Superintendent/ General Services Superintendent]	\$ 6,208	\$ 3,517	\$ 9,725	7/1/2019	7/1/2020	\$0.50 /hour	
5	City of Rio Dell	WaterStreets Superintendent	\$ 5,774	\$ 3,831	\$ 9,605	7/1/2020	unknown	unknown	
6	City of Corning	N/C							
7	City of Colusa	N/C							
8	City of Red Bluff	N/C							
9	City of Orland	N/C							
10	City of Alturas	N/C							
11	City of Weed	N/C							
12	City of Mt. Shasta	N/C							
13	City of Ferndale	N/C							
14	City of Crescent City	N/C							

Summary Results		Top Monthly	Total Monthly
Average of Comparators		\$ 6,673	\$ 10,522
% City of Rio Dell Above/Below		-15.6%	-9.6%
Median of Comparators		\$ 6,629	\$ 10,530
% City of Rio Dell Above/Below		-14.8%	-9.6%
Number of Matches		4	4

N/C - Non Comparator

1 - City of Fortuna: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

2 - City of Gridley: Reported base pay plus flat rate \$622 wastewater treatment certificate + \$622 flat rate water treatment grade II + \$311 flat rate distribution certificate.

3 - City of Willits: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.



Appendix III

Proposed Salary Range Schedule

City of Rio Dell
Appendix III: Proposed Salary Plan
June 2020

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
1		28,059	29,462	30,935	32,482	2,283	2,338	2,455	2,578	2,707	1,053.49	1,079.19	1,133.15	1,189.80	1,249.29	13.17	13.49	14.16	14.87	15.62
2	27,391	28,760	30,198	31,708	33,294	2,340	2,397	2,517	2,642	2,774	1,053.49	1,106.17	1,161.48	1,219.55	1,280.53	13.17	13.83	14.52	15.24	16.01
3	28,076	29,479	30,953	32,501	34,126	2,398	2,457	2,579	2,708	2,844	1,079.83	1,133.82	1,190.51	1,250.04	1,312.54	13.50	14.17	14.88	15.63	16.41
4	28,777	30,216	31,727	33,314	34,979	2,458	2,518	2,644	2,776	2,915	1,106.83	1,162.17	1,220.27	1,281.29	1,345.35	13.84	14.53	15.25	16.02	16.82
5	29,497	30,972	32,520	34,146	35,854	2,518	2,581	2,710	2,846	2,988	1,134.50	1,191.22	1,250.78	1,313.32	1,378.99	14.18	14.89	15.63	16.42	17.24
6	30,234	31,746	33,333	35,000	36,750	2,520	2,646	2,778	2,917	3,063	1,162.86	1,221.00	1,282.05	1,346.15	1,413.46	14.54	15.26	16.03	16.83	17.67
7	30,990	32,540	34,167	35,875	37,669	2,583	2,712	2,847	2,990	3,139	1,191.93	1,251.53	1,314.10	1,379.81	1,448.80	14.90	15.64	16.43	17.25	18.11
8	31,765	33,353	35,021	36,772	38,610	2,647	2,779	2,918	3,064	3,218	1,221.73	1,282.81	1,346.96	1,414.30	1,485.02	15.27	16.04	16.84	17.68	18.56
9	32,559	34,187	35,896	37,691	39,576	2,713	2,849	2,991	3,141	3,298	1,252.27	1,314.88	1,380.63	1,449.66	1,522.14	15.65	16.44	17.26	18.12	19.03
10	33,373	35,042	36,794	38,633	40,565	2,781	2,920	3,066	3,219	3,380	1,283.58	1,347.76	1,415.14	1,485.90	1,560.20	16.04	16.85	17.69	18.57	19.50
11	34,207	35,918	37,714	39,599	41,579	2,851	2,993	3,143	3,300	3,465	1,315.67	1,381.45	1,450.52	1,523.05	1,599.20	16.45	17.27	18.13	19.04	19.99
12	35,063	36,816	38,656	40,589	42,619	2,922	3,068	3,221	3,382	3,552	1,348.56	1,415.99	1,486.79	1,561.13	1,639.18	16.86	17.70	18.58	19.51	20.49
13	35,939	37,736	39,623	41,604	43,684	2,995	3,145	3,302	3,467	3,640	1,382.27	1,451.39	1,523.96	1,600.15	1,680.16	17.28	18.14	19.05	20.00	21.00
14	36,838	38,679	40,613	42,644	44,776	3,070	3,223	3,384	3,554	3,731	1,416.83	1,487.67	1,562.05	1,640.16	1,722.17	17.71	18.60	19.53	20.50	21.53
15	37,759	39,646	41,629	43,710	45,896	3,147	3,304	3,469	3,643	3,825	1,452.25	1,524.86	1,601.11	1,681.16	1,765.22	18.15	19.06	20.01	21.01	22.07
16	38,702	40,638	42,669	44,803	47,043	3,225	3,386	3,556	3,734	3,920	1,488.56	1,562.98	1,641.13	1,723.19	1,809.35	18.61	19.54	20.51	21.54	22.62
17	39,670	41,654	43,736	45,923	48,219	3,306	3,471	3,645	3,827	4,018	1,525.77	1,602.06	1,682.16	1,766.27	1,854.58	19.07	20.03	21.03	22.08	23.18
18	40,662	42,695	44,830	47,071	49,425	3,388	3,558	3,736	3,923	4,119	1,563.92	1,643.11	1,724.22	1,810.43	1,900.95	19.55	20.53	21.55	22.63	23.76
19	41,678	43,762	45,950	48,248	50,660	3,473	3,647	3,829	4,021	4,222	1,603.01	1,683.16	1,767.32	1,855.69	1,948.47	20.04	21.04	22.09	23.20	24.36
20	42,720	44,856	47,099	49,454	51,927	3,560	3,738	3,925	4,121	4,327	1,643.09	1,725.24	1,811.50	1,902.08	1,997.18	20.54	21.57	22.64	23.78	24.96
21	43,788	45,978	48,277	50,690	53,225	3,649	3,831	4,023	4,224	4,435	1,684.17	1,768.37	1,856.79	1,949.63	2,047.11	21.05	22.10	23.21	24.37	25.59
22	44,883	47,127	49,484	51,958	54,556	3,740	3,927	4,124	4,330	4,546	1,726.27	1,812.58	1,903.21	1,998.37	2,098.29	21.58	22.66	23.79	24.98	26.29
23	46,005	48,305	50,721	53,257	55,919	3,834	4,025	4,232	4,438	4,660	1,769.43	1,857.90	1,950.79	2,048.33	2,150.75	22.12	23.22	24.38	25.60	26.88
24	47,155	49,513	51,989	54,588	57,317	3,930	4,126	4,337	4,549	4,776	1,813.66	1,904.35	1,999.56	2,099.54	2,204.52	23.24	24.40	25.62	26.90	28.25
25	48,334	50,751	53,288	55,953	58,750	4,028	4,229	4,441	4,663	4,896	1,859.00	1,951.95	2,049.55	2,152.03	2,259.63	23.82	25.01	26.26	27.57	28.95
26	49,542	52,020	54,621	57,352	60,219	4,129	4,335	4,552	4,779	5,018	1,905.48	2,000.75	2,100.79	2,205.83	2,316.12	24.41	25.63	26.92	28.26	29.68
27	50,781	53,320	55,986	58,785	61,725	4,232	4,443	4,666	4,899	5,144	1,953.12	2,050.77	2,153.31	2,260.98	2,374.02	25.02	26.28	27.59	28.97	30.42
28	52,051	54,653	57,386	60,255	63,268	4,338	4,554	4,782	5,021	5,272	2,001.94	2,102.04	2,207.14	2,317.50	2,433.37	25.65	26.93	28.28	29.69	31.18
29	53,352	56,019	58,820	61,761	64,849	4,446	4,668	4,902	5,147	5,404	2,051.99	2,154.59	2,262.32	2,375.44	2,494.21	26.29	27.61	28.99	30.44	31.96
30	54,686	57,420	60,291	63,305	66,471	4,557	4,785	5,024	5,275	5,539	2,103.29	2,208.46	2,318.88	2,434.82	2,556.56	26.95	28.30	29.71	31.20	32.76
31	56,053	58,855	61,798	64,888	68,132	4,671	4,905	5,150	5,407	5,678	2,155.87	2,263.67	2,376.85	2,495.69	2,620.48	27.62	29.00	30.45	31.98	33.57
32	57,454	60,327	63,343	66,510	69,836	4,788	5,027	5,279	5,543	5,820	2,209.77	2,320.26	2,436.27	2,558.09	2,685.99	28.31	29.73	31.21	32.78	34.41
33	58,890	61,835	64,927	68,173	71,582	4,908	5,153	5,411	5,681	5,965	2,265.02	2,378.27	2,497.18	2,622.04	2,753.14	29.02	30.47	32.00	33.59	35.27
34	60,363	63,381	66,550	69,877	73,371	5,030	5,282	5,546	5,823	6,114	2,321.64	2,437.72	2,559.61	2,687.59	2,821.97	29.75	31.23	32.79	34.43	36.16
35	61,872	64,965	68,214	71,624	75,205	5,156	5,414	5,684	5,969	6,267	2,379.68	2,498.67	2,623.60	2,754.78	2,892.52	30.49	32.01	33.61	35.30	37.06
36	63,419	66,589	69,919	73,415	77,086	5,285	5,549	5,827	6,118	6,424	2,439.17	2,561.13	2,689.19	2,823.65	2,964.83	31.25	32.81	34.46	36.18	37.99
37	65,004	68,254	71,667	75,250	79,013	5,417	5,688	5,972	6,271	6,584	2,500.15	2,625.16	2,756.42	2,894.24	3,038.95	32.03	33.63	35.32	37.08	38.94
38	66,629	69,961	73,459	77,131	80,988	5,552	5,830	6,122	6,428	6,749	2,562.66	2,690.79	2,825.33	2,966.60	3,114.93	32.83	34.48	36.20	38.01	39.91
39	68,295	71,702	75,295	79,060	83,013	5,691	5,976	6,275	6,583	6,918	2,626.72	2,758.06	2,895.96	3,040.76	3,192.80	33.63	35.34	37.10	38.96	40.91
40	70,002	73,502	77,177	81,036	85,088	5,834	6,125	6,431	6,753	7,091	2,692.39	2,827.01	2,968.36	3,116.78	3,272.62	33.65	35.36	37.13	38.98	40.93
41	71,752	75,340	79,107	83,062	87,215	5,979	6,278	6,592	6,922	7,268	2,759.70	2,897.69	3,042.57	3,194.70	3,354.43	34.50	36.22	38.03	39.93	41.93
42	73,546	77,223	81,085	85,139	89,396	6,129	6,435	6,757	7,095	7,450	2,828.69	2,970.13	3,118.64	3,274.57	3,438.30	35.36	37.13	38.98	40.93	42.98
43	75,385	79,154	83,112	87,267	91,631	6,282	6,596	6,926	7,272	7,636	2,899.41	3,044.38	3,196.60	3,356.43	3,524.25	36.24	38.05	39.96	41.96	44.05
44	77,269	81,133	85,189	89,449	93,921	6,439	6,761	7,099	7,454	7,827	2,971.90	3,120.49	3,276.52	3,440.34	3,612.36	37.15	39.01	40.96	43.00	45.15
45	79,201	83,161	87,319	91,685	96,269	6,600	6,930	7,277	7,640	8,022	3,046.19	3,198.50	3,358.43	3,526.35	3,702.67	38.08	39.98	41.98	44.08	46.28
46	81,181	85,240	89,502	93,977	98,676	6,765	7,103	7,459	7,831	8,223	3,122.35	3,278.47	3,442.39	3,614.51	3,795.23	39.03	40.98	43.03	45.18	47.44
47	83,211	87,371	91,740	96,327	101,143	6,934	7,281	7,645	8,027	8,429	3,200.41	3,360.43	3,528.45	3,704.87	3,890.12	40.01	42.01	44.11	46.31	48.63

City of Rio Dell
Appendix III: Proposed Salary Plan
June 2020

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
48	85,291	89,555	94,033	98,735	103,672	7,108	7,463	7,836	8,228	8,639	3,280.42	3,444.44	3,616.66	3,797.49	3,987.37	41.01	43.06	45.21	47.47	49.84
49	87,423	91,794	96,384	101,203	106,263	7,285	7,650	8,032	8,434	8,855	3,362.43	3,530.55	3,707.08	3,892.43	4,087.05	42.03	44.13	46.34	48.66	51.09
50	89,609	94,089	98,794	103,733	108,920	7,467	7,841	8,233	8,644	9,077	3,446.49	3,618.81	3,799.75	3,989.74	4,189.23	43.08	45.24	47.50	49.87	52.37
51	91,849	96,441	101,263	106,327	111,643	7,654	8,037	8,439	8,861	9,304	3,532.65	3,709.28	3,894.75	4,089.49	4,293.96	44.16	46.37	48.68	51.12	53.67
52	94,145	98,852	103,795	108,985	114,434	7,845	8,238	8,650	9,082	9,536	3,620.97	3,802.02	3,992.12	4,191.72	4,401.31	45.26	47.53	49.90	52.40	55.02
53	96,499	101,324	106,390	111,709	117,295	8,042	8,444	8,866	9,309	9,775	3,711.49	3,897.07	4,091.92	4,296.52	4,511.34	46.39	48.71	51.15	53.71	56.39
54	98,911	103,857	109,050	114,502	120,227	8,243	8,655	9,087	9,542	10,019	3,804.28	3,994.49	4,194.22	4,403.93	4,624.12	47.55	49.93	52.43	55.05	57.80
55	101,384	106,453	111,776	117,365	123,233	8,449	8,871	9,315	9,780	10,269	3,899.39	4,094.36	4,299.07	4,514.03	4,739.73	48.74	51.18	53.74	56.43	59.25
56	103,919	109,115	114,570	120,299	126,314	8,660	9,093	9,548	10,025	10,526	3,996.87	4,196.71	4,406.55	4,626.88	4,858.22	49.96	52.46	55.08	57.84	60.73
57	106,517	111,842	117,435	123,306	129,472	8,876	9,320	9,786	10,276	10,789	4,096.79	4,301.63	4,516.71	4,742.55	4,979.68	51.21	53.77	56.46	59.28	62.25
58	109,180	114,638	120,370	126,389	132,708	9,098	9,553	10,031	10,532	11,059	4,199.21	4,409.17	4,629.63	4,861.11	5,104.17	52.49	55.11	57.87	60.76	63.80
59	111,909	117,504	123,380	129,549	136,026	9,326	9,792	10,282	10,796	11,336	4,304.19	4,519.40	4,745.37	4,982.64	5,231.77	53.80	56.49	59.32	62.28	65.40
60	114,707	120,442	126,464	132,787	139,427	9,559	10,037	10,539	11,066	11,619	4,411.80	4,632.39	4,864.01	5,107.21	5,362.57	55.15	57.90	60.80	63.84	67.03
61	117,574	123,453	129,626	136,107	142,912	9,798	10,288	10,802	11,342	11,907	4,522.09	4,748.20	4,985.61	5,234.89	5,496.63	56.53	59.35	62.32	65.44	68.71
62	120,514	126,539	132,866	139,510	146,485	10,043	10,545	11,072	11,626	12,207	4,635.14	4,866.90	5,110.25	5,365.76	5,634.05	57.94	60.84	63.88	67.07	70.43
63	123,527	129,703	136,188	142,997	150,147	10,294	10,809	11,349	11,916	12,512	4,751.02	4,988.57	5,238.00	5,499.90	5,774.90	59.39	62.36	65.48	68.75	72.19
64	126,615	132,945	139,593	146,572	153,901	10,551	11,079	11,633	12,214	12,825	4,869.80	5,113.29	5,368.95	5,637.40	5,919.27	60.87	63.92	67.11	70.47	73.99
65	129,780	136,269	143,083	150,237	157,749	10,815	11,356	11,924	12,520	13,146	4,991.54	5,241.12	5,503.18	5,778.34	6,067.25	62.39	65.51	68.79	72.23	75.84
66	133,025	139,676	146,660	153,993	161,692	11,085	11,640	12,222	12,830	13,474	5,116.33	5,372.15	5,640.76	5,922.79	6,218.93	63.95	67.15	70.51	74.03	77.74
67	136,350	143,168	150,326	157,842	165,735	11,363	11,931	12,527	13,154	13,811	5,244.24	5,506.45	5,781.77	6,070.86	6,374.41	65.55	68.83	72.27	75.89	79.68
68	139,759	146,747	154,084	161,789	169,878	11,647	12,229	12,840	13,482	14,156	5,375.35	5,644.11	5,926.32	6,222.64	6,533.77	67.19	70.55	74.08	77.78	81.67
69	143,253	150,416	157,936	165,833	174,125	11,938	12,535	13,161	13,819	14,510	5,509.73	5,785.22	6,074.48	6,378.20	6,697.11	68.87	72.32	75.93	79.73	83.71
70	146,834	154,176	161,885	169,979	178,478	12,236	12,848	13,490	14,165	14,873	5,647.47	5,929.85	6,226.34	6,537.66	6,864.54	70.59	74.12	77.83	81.72	85.81
71	150,505	158,030	165,932	174,229	182,940	12,542	13,169	13,828	14,519	15,245	5,788.66	6,078.09	6,382.00	6,701.10	7,036.15	72.36	75.98	79.77	83.76	87.95
72	154,268	161,981	170,080	178,584	187,513	12,856	13,498	14,173	14,882	15,626	5,933.38	6,230.05	6,541.55	6,868.63	7,212.06	74.17	77.88	81.77	85.86	90.15
73	158,124	166,031	174,332	183,049	192,201	13,177	13,836	14,528	15,254	16,017	6,081.71	6,385.80	6,705.09	7,040.34	7,392.36	76.02	79.82	83.81	88.00	92.40
74	162,078	170,181	178,691	187,625	197,006	13,506	14,182	14,891	15,635	16,417	6,233.75	6,545.44	6,872.71	7,216.35	7,577.17	77.92	81.82	85.91	90.20	94.71
75	166,130	174,436	183,158	192,316	201,931	13,844	14,536	15,263	16,026	16,828	6,389.60	6,709.08	7,044.53	7,396.76	7,766.60	79.87	83.86	88.06	92.46	97.08
76	170,283	178,797	187,737	197,124	206,980	14,190	14,900	15,645	16,427	17,248	6,549.34	6,876.80	7,220.64	7,581.68	7,960.76	81.87	85.96	90.26	94.77	99.51
77	174,540	183,267	192,430	202,052	212,154	14,545	15,272	16,036	16,838	17,680	6,713.07	7,048.72	7,401.16	7,771.22	8,159.78	83.91	88.11	92.51	97.14	102.00
78	178,903	187,849	197,241	207,103	217,458	14,909	15,654	16,437	17,259	18,122	6,880.90	7,224.94	7,586.19	7,965.50	8,363.77	86.01	90.31	94.83	99.57	104.55
79	183,376	192,545	202,172	212,281	222,895	15,281	16,045	16,848	17,690	18,575	7,052.92	7,405.57	7,775.84	8,164.64	8,572.87	88.16	92.57	97.20	102.06	107.16
80	187,960	197,358	207,226	217,588	228,467	15,663	16,447	17,269	18,132	19,039	7,229.24	7,590.71	7,970.24	8,368.75	8,787.19	90.37	94.88	99.63	104.61	109.84
81	192,659	202,292	212,407	223,027	234,179	16,055	16,858	17,701	18,586	19,515	7,409.97	7,780.47	8,169.50	8,577.97	9,006.87	92.62	97.26	102.12	107.22	112.59
82	197,476	207,350	217,717	228,603	240,033	16,456	17,279	18,143	19,050	20,003	7,595.22	7,974.98	8,373.73	8,792.42	9,232.04	94.94	99.69	104.67	109.91	115.40
83	202,413	212,533	223,160	234,318	246,034	16,868	17,711	18,597	19,527	20,503	7,785.10	8,174.36	8,583.08	9,012.23	9,462.84	97.31	102.18	107.29	112.65	118.29
84	207,473	217,847	228,739	240,176	252,185	17,289	18,154	19,062	20,015	21,015	7,979.73	8,378.72	8,797.65	9,237.54	9,699.41	99.75	104.73	109.97	115.47	121.24
85	212,660	223,293	234,457	246,180	258,489	17,722	18,608	19,538	20,527	21,541	8,179.23	8,588.19	9,017.60	9,468.48	9,941.90	102.24	107.35	112.72	118.36	124.27
86	217,976	228,875	240,319	252,335	264,952	18,165	19,073	20,027	21,028	22,079	8,383.71	8,802.89	9,243.04	9,705.19	10,190.45	104.80	110.04	115.54	121.31	127.38
87	223,426	234,597	246,327	258,643	271,575	18,619	19,550	20,527	21,566	22,631	8,593.33	9,022.96	9,474.11	9,947.82	10,445.21	107.42	112.79	118.43	124.35	130.57
88	229,011	240,462	252,485	265,109	278,365	19,084	20,038	21,040	22,092	23,197	8,808.10	9,248.54	9,710.96	10,196.51	10,706.34	110.10	115.61	121.39	127.46	133.83
89	234,737	246,474	258,797	271,737	285,324	19,561	20,539	21,566	22,645	23,777	9,028.33	9,479.75	9,953.74	10,451.43	10,974.00	112.85	118.50	124.42	130.64	137.17
90	240,605	252,635	265,267	278,530	292,457	20,050	21,053	22,106	23,211	24,371	9,254.04	9,716.74	10,202.58	10,698.53	11,209.56	115.68	121.46	127.53	133.91	140.60
91	246,620	258,951	271,899	285,494	299,768	20,552	21,579	22,658	23,791	24,981	9,485.39	9,959.66	10,457.65	10,980.53	11,529.56	118.57	124.50	130.72	137.26	144.12
92	252,786	265,425	278,696	292,631	307,263	21,065	22,119	23,225	24,386	25,605	9,722.53	10,208.65	10,719.09	11,255.04	11,817.79	121.53	127.61	133.99	140.69	147.72
93	259,105	272,061	285,664	299,947	314,944	21,592	22,672	23,805	24,996	26,245	9,965.59	10,463.87	10,987.06	11,536.42	12,113.24	124.57	130.80	137.34	144.21	151.42
94	265,583	278,862	292,805	307,446	322,818	22,132	23,239	24,400	25,620	26,901	10,214.73	10,725.47	11,261.74	11,824.83	12,416.07	127.68	134.07	140.77	147.81	155.20

City of Rio Dell
Appendix III: Proposed Salary Plan
June 2020

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
95	272,223	285,834	300,125	315,132	330,888	22,685	23,819	25,010	26,261	27,574	10,470.10	10,993.60	11,543.28	12,120.45	12,726.47	130.88	137.42	144.29	151.51	159.08
96	279,028	292,980	307,629	323,010	339,160	23,252	24,415	25,636	26,917	28,263	10,731.85	11,268.44	11,831.87	12,423.46	13,044.63	134.15	140.86	147.90	155.29	163.06
97	286,004	300,304	315,319	331,085	347,639	23,834	25,025	26,277	27,590	28,970	11,000.15	11,550.16	12,127.66	12,734.05	13,370.75	137.50	144.38	151.60	159.18	167.13
98	293,154	307,812	323,202	339,362	356,330	24,429	25,651	26,934	28,280	29,694	11,275.15	11,838.91	12,430.86	13,052.40	13,705.02	140.94	147.99	155.39	163.15	171.31
99	300,483	315,507	331,282	347,846	365,239	25,040	26,292	27,607	28,987	30,437	11,557.03	12,134.88	12,741.63	13,378.71	14,047.64	144.46	151.69	159.27	167.23	175.60
100	307,995	323,395	339,564	356,543	374,370	25,666	26,950	28,297	29,712	31,197	11,845.96	12,438.25	13,060.17	13,713.18	14,398.83	148.07	155.48	163.25	171.41	179.99



Appendix IV

Salary Range Placement Recommendations

City of Rio Del
Appendix IV: Proposed Range Placement Recommendations
June 2020

Class Title	Current Maximum Monthly Salary	% from Total Comp Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Accountant I	\$4,185			24	\$4,776	14.13%		Internal Alignment - 10% below Accountant II
Accountant II	\$4,604	-13.9%	\$5,244	28	\$5,272	14.52%	X	Market and Range Placement
Administrative Assistant	\$2,847			10	\$3,380	18.73%		Internal Alignment - 15% below Administrative Technician
Administrative Technician	\$3,456			16	\$3,920	13.43%		Internal Alignment - Anchor to Senior Fiscal Assistant
Chief of Police	\$7,460	-16.2%	\$8,669	48	\$8,639	15.80%	X	Market and Range Placement
City Clerk	\$5,031	6.2%	\$4,719	24	\$4,776	-5.07%	X	Market and Range Placement; Y-rate
City Manager	\$9,449	-7.6%	\$10,167	55	\$10,269	8.69%	X	Market and Range Placement
Community Development Director	\$7,135			43	\$7,636	7.02%	X	Internal Alignment - Anchored to Finance Director
Community Services Officer ¹	Proposed		\$4,021	17	\$4,018		X	Market and Range Placement
Finance Director	\$5,965	-27.1%	\$7,582	43	\$7,636	28.01%	X	Market and Range Placement
Fiscal Assistant I	\$2,806			8	\$3,218	14.66%		Internal Alignment - 10% below Fiscal Assistant II
Fiscal Assistant II	\$3,146	-13.4%	\$3,567	12	\$3,552	12.90%	X	Market and Range Placement
Office Assistant	\$2,330			4	\$2,915	25.12%		Internal Alignment - 15% below Administrative Assistant
Planning & Building Permit Specialist ¹	Proposed		\$3,940	16	\$3,920		X	Market and Range Placement
Police Corporal	\$4,509			29	\$5,404	19.85%		Internal Alignment - 10% below Sergeant
Police Officer	\$4,099	-14.9%	\$4,710	23	\$4,660	13.68%	X	Market and Range Placement
Public Works Leadman	\$3,253			14	\$3,731	14.72%		Internal Alignment - 10% above Utility Worker II
Records Technician	\$3,201	-10.9%	\$3,550	12	\$3,552	10.95%	X	Market and Range Placement
Senior Fiscal Assistant	\$3,607			16	\$3,920	8.68%		Internal Alignment - 10% above Fiscal Assistant II
Sergeant	\$5,055	-19.1%	\$6,020	33	\$5,965	18.01%	X	Market and Range Placement
Utility Worker I	\$2,570			6	\$3,063	19.17%		Internal Alignment - 10% below Utility Worker II
Utility Worker II	\$2,828	-20.4%	\$3,405	10	\$3,380	19.57%	X	Market and Range Placement
Utility Worker III	Proposed			14	\$3,731			Internal Alignment - 10% above Utility Worker II
Wastewater Superintendent	\$5,445	-14.9%	\$6,256	35	\$6,267	15.11%	X	Market and Range Placement
Wastewater Superintendent Trainee	\$4,099			27	\$5,144	25.48%		Internal Alignment - 20% below Wastewater Superintendent
Water/Streets Superintendent	\$5,774	-9.6%	\$6,328	35	\$6,267	8.55%	X	Market and Range Placement
Water/Wastewater Plant Operator I	\$3,408			13	\$3,640	6.82%		Internal Alignment - 10% below W/W Plant Op II
Water/Wastewater Plant Operator II	\$3,749	-8.5%	\$4,067	17	\$4,018	7.19%	X	Market and Range Placement
Water/Wastewater Plant Operator III	Proposed			21	\$4,435			Internal Alignment - 10% above W/W Plant Op II

Footnote 1: Salary recommendations based on Base Salary Market Median for proposed classes.
Legend for columns:

Column 1 - Classification Title.

Column 2 - Client's current monthly maximum salaries.

Column 3 - Market placement shows the monthly market values derived from the total compensation survey results.

Column 4 - Salary range number of the consultant's newly proposed salary range schedule.

Column 5 - Monthly maximum salary of the consultant's newly proposed salary ranges.

Column 6 - This percentage expresses the difference between the client's current salaries and the consultant's proposed salaries.

Column 7 - This is the Job Family and displays internal relationship for salary alignment.

Column 8 - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).



Appendix V

Additional Benefits

City of Rio Dell
Appendix V - Additional Benefits
June 2020

Longevity	
City of Rio Dell	
Bargaining Unit	Benefit
RDEA	3% increase for employees with ten or more years service with the City.
RDPOA	N/A
Management	N/A
City of Alturas	
Bargaining Unit	Benefit
General	Employees who have twenty (20) years of full continuous employment, and each year thereafter on an employee's anniversary date, shall receive twenty (20) hours of longevity pay.
Safety	
Police Chief	
City Clerk	
Finance Director	
City of Colusa	
Bargaining Unit	Benefit
CCEA	Additional Merit Steps 6-10 with 2% in between each step and eligible every 2 years after the 5th step.
POA	
Mid-Management	
Department Heads	Employees who have been at the top of their salary range for 12 months and have served a total of 120 months with the CITY shall qualify to receive a 5% Longevity Pay salary differential.
City Clerk	N/A
City of Corning	
Bargaining Unit	Benefit
Miscellaneous	Qualifying employees will receive a longevity performance incentive pay increase to be added to their base rate as follows: 3% after 10 years, effective the first pay period after anniversary date; 6% after 15 years, effective the first pay period after anniversary date, (not compounded with the 3%).
Public Safety	Annual satisfactory performance evaluations will be required to receive and maintain annual pay increase. A performance evaluation will be made 30-days before the employee's anniversary date. Qualifying employees will receive a longevity performance incentive pay increase to be added to their base rate as follows: 3% after 10 years, effective the first pay period after anniversary date; 6% after 15 years, effective the first pay period after anniversary date, (not compounded with the 3%).
Dispatchers	
Management	
City Manager	
City of Crescent City	
Bargaining Unit	Benefit
CCEA	Employees with ten (10) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. Employees with twenty (20) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. For the purposes of computing years of service, the anniversary of full-time employment will be used for qualification.
CECC	Employees with ten (10) years of full-time continuous service or more will be compensated by an additional percent (5%) of their base hourly pay. Employees with fifteen (15) years of full-time continuous service or more will be compensated by an additional percent (2.5%) of their base hourly pay. Employees with twenty (20) years of full-time continuous service or more will be compensated by an additional percent (2.5%) of their base hourly pay. For the purposes of computing years of service, the anniversary of full-time employment will be used for qualification.
CCPOA	Employees with ten (10) years of service or more will be compensated by an additional five percent (5%) of their base hourly pay. For the purposes of computing ten (10) years of serviced, the tenth anniversary of full-time employment will be used for qualification. Employees with twenty (20) years of consecutive service with the City will be compensated by an additional five percent (5%) of their base hourly pay.
CCMEA	Employees with ten (10) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. Employees with twenty (20) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. For the purposes of computing years of service, the anniversary of full-time employment will be used for qualification.

City of Rio Dell
Appendix V - Additional Benefits
June 2020

Executive	Employees with ten (10) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. Employees with twenty (20) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. For the purposes of computing years of service, the anniversary of full-time employment will be used for qualification.
City of Ferndale	
Bargaining Unit	Benefit
City Manager	N/A
Chief of Police	
All Others	
City of Fortuna	
Bargaining Unit	Benefit
FEA	Upon completion of 10 years of continuous employment with the City of Fortuna, eligible employees shall receive an additional five percent (5%) of base salary as longevity pay.
FPEA	Upon completion of 10 years of continuous employment with the City of Fortuna, eligible employees shall receive an additional five percent (5%) of base salary as longevity pay. Those employees who already receive the 2% at 2 years retention pay will receive an additional 3% at 10 years for a total increase of 5%. Longevity pay and 2-year retention pay may not be stacked to provide payment of greater than 5% of base salary.
Unrepresented	Upon completion of 10 years of continuous employment with the City of Fortuna, eligible employees shall receive an additional five percent (5%) of base salary as longevity pay.
City Manager	N/A
Police Chief	Upon completion of 10 years of continuous employment with the City of Fortuna, eligible employees shall receive an additional five percent (5%) of base salary as longevity pay. Those employees who already receive the 2% at 2 years retention pay will receive an additional 3% at 10 years for a total increase of 5%. Longevity pay and 2-year retention pay may not be stacked to provide payment of greater than 5% of base salary.
Finance Director	Upon completion of 10 years of continuous employment with the City of Fortuna, eligible employees shall receive an additional five percent (5%) of base salary as longevity pay.
City of Gridley	
Bargaining Unit	Benefit
GPOA	Effective with an employee's 10th consecutive year of service, one percent (1%) of the employee's gross salary shall be added to that employee's base salary. Effective with an employee's 15th consecutive year of service, an additional one percent (1%) of the employee's gross salary shall be added to that employee's base salary for total longevity pay of two percent (2%). Effective with an employee's 20th consecutive year of service, an additional one percent (1%) of the employee's gross salary shall be added to that employee's base salary for a total longevity pay of three (3%).
IBEW	10 Years of service = 1% 15 Years of service = 2% 20 Years of service = 3%
Management	10 Years of service = 1% 15 Years of service = 2% 20 Years of service = 3% 25 Years of service = 4%
City of Mt. Shasta	
Bargaining Unit	Benefit
POA	10 consecutive years of service = 2% of regular pay
Teamsters	15 consecutive years of service = 4% of regular pay
Unrepresented	20 consecutive years of service = 6% of regular pay
City of Orland	
Bargaining Unit	Benefit
General	2.5% above current salary rate upon completion of 10, 15, 20, 25 and 30 full consecutive years of employment. Police Chief does not receive longevity benefits.
Police	
Mid-Management	
Unrepresented	
City of Red Bluff	
Bargaining Unit	Benefit
Operating Engineers	5% increase upon 10 years of continuous service with the City.
Mid-Management & Management	5% increase upon 10 years of continuous service with the City.
POA	5% increase upon 5 years of continuous service with the City, additional 5% increase upon 10 years of continuous service with the City.

City of Rio Dell
Appendix V - Additional Benefits
June 2020

Police Mid-Management	5% increase upon 5 years of continuous service with the City, additional 5% increase upon 10 years of continuous service with the City, additional 5% increase upon 20 years of continuous service with the City.	
City of Weed		
Bargaining Unit	Benefit	
Sworn Police	5% at completion of 10 years of full-time service, additional 5% at completion of 15 years of full-time service, 5% at completion of 20 years of full-time service	
Non-sworn Police		
Operating Engineers		
Unrepresented		
Management		
City of Willits		
Bargaining Unit	Benefit	
IBEW	10th Anniversary date and each year thereafter = \$750/year	20th
WPOA	Anniversary date and each year thereafter = \$1,500/year	25th
Unrepresented	Anniversary date and each year thereafter = \$3,000/year	
At-Will		
City of Yreka		
Bargaining Unit	Benefit	
YEA	After 10 Years = 5% increase in top step of salary range.	
YPOA	N/A	
Management		
Confidential		
YPAA		

675 Wildwood Avenue
Rio Dell, CA 95562
(707) 764-3532



For Meeting of: July 21, 2020

To: City Council

From: Kevin Caldwell, Community Development Director

A handwritten signature in blue ink, appearing to be "KC", enclosed in a circle.

Through: Kyle Knopp, City Manager

A handwritten signature in blue ink, appearing to be "KKnopp", written over the "Through:" line.

Date: July 8, 2020

Subject: Text Amendment Chapter 15, Buildings and Construction RDMC
Ordinance No. 388-2020; Agricultural Exempt Buildings and inclusion of the
California Building Code exemptions identified in Section 105.2 be included in
the Rio Dell Municipal Code as well.

Recommendation:

That the City Council:

1. Receive a brief summary of the recommended amendment; and
2. Open the public hearing, receive public input and deliberate; and
3. Approve and adopt Ordinance No. 388-2020 amending Chapter 15, Section 15.05 of the Rio Dell Municipal Code (RDMC) to allow for Building Permit Exemptions for Agricultural Buildings and inclusion of the California Building Code exemptions identified in Section 105.2 be included in the Rio Dell Municipal Code as well.

Discussion

This item was introduced at your meeting of July 7, 2020. As reported at the July 7th meeting the recommended amendment only provides for a “streamlined” Building Permit process with reduced fees for agricultural barns in the Rural (R), Natural Resource (NR) and Suburban (S) land use designations.

Agricultural buildings are defined by Section 202 of the California Building Code as “a structure designed and constructed to house farm implements, hay, grain, poultry, livestock or other horticultural products. This structure shall not be a place of human habitation or a place of employment where agricultural products are processed, treated or packaged; nor shall it be a place used by the public.”

Again, as reported at the July 7th meeting, staff is also recommending that the California Building Code exemptions identified in Section 105.2 be included in the Rio Dell Municipal Code as well. Staff is recommending that the exemptions including the Agricultural Building exemption be codified as Section 15.05.030.

Attachment 1: Ordinance No. 388-2020

ORDINANCE NO. 388-2020



**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF RIO DELL
AMENDING CHAPTER 15 "CONSTRUCTION CODES" OF THE RIO DELL MUNICIPAL
CODE (RDMC) TO INCORPORATE CALIFORNIA BUILDING CODE EXEMPTIONS
AND TO ESTABLISH AGRICULTURAL BUILDING EXEMPTIONS.**

THE CITY COUNCIL OF THE CITY OF RIO DELL ORDAINS AS FOLLOWS:

WHEREAS staff was recently contacted by a local contractor who was inquiring about the permitting process for a barn in the Rural (R) zoning designation through an Agricultural Exemption process; and

WHEREAS Humboldt County and likely many other jurisdictions allow Building Permit Exemptions for Agricultural Buildings as defined in Section 202 of the California Building Code (CBC); and

WHEREAS although the City has issued Permits for Agricultural Exempt Buildings in the past, staff is recommending the City codify the process; and

WHEREAS agricultural buildings are defined by Section 202 of the California Building Code as "a structure designed and constructed to house farm implements, hay, grain, poultry, livestock or other horticultural products. This structure shall not be a place of human habitation or a place of employment where agricultural products are processed, treated or packaged; nor shall it be a place used by the public."; and

WHEREAS agricultural Exempt Buildings would only be allowed in the Rural, Suburban and Natural Resource land use designations; and

WHEREAS staff is also recommending that the California Building Code exemptions identified in Section 105.2 be included in the Rio Dell Municipal Code as well; and

WHEREAS included with the adoption of the 2019 California Building Standards Codes is the adoption of the 2018 International Property Maintenance Code (IPMC); and

WHEREAS the proposed action is exempt from the requirements of the California Environmental Quality Act (CEQA) in that it is not a Project which has the potential for causing a significant effect on the environment under Title 14 of the California Code of Regulations, Section 15061(b)(3). No further environmental review is necessary.

NOW, THEREFORE, BE IT FURTHER RESOLVED that the City Council of the City of Rio Dell does hereby ordain as follows:

Section 1.

Chapter 15.05 of the Rio Dell Municipal Code is hereby amended to read in as follows:

Chapter 15.05 Construction Codes

Sections

15.05.010	Administration
15.05.020	Building Codes.
15.05.030	Fees for permits and inspections. Work Exempt from Permit.
15.05.040	Person may do own work. Fees for permits and inspections.
15.05.050	Penalty. Person may do own work.
15.05.060	Penalty.

[15.05.030](#)

[Work Exempt from Permit](#)

[Exemptions from permit requirements of this code shall not be deemed to grant authorization for any work to be done in any manner in violation of the provisions of this code or any other laws or ordinances of this jurisdiction. Permits shall not be required for the following:](#)

[Building:](#)

[\(1\) One-story detached accessory structures used as tool and storage sheds, playhouses and similar uses, provided the floor area is not greater than 120 square feet \(11 m²\).](#)

[\(2\) Fences not over 7 feet \(2134 mm\) high.](#)

[\(3\) Oil derricks.](#)

[\(4\) Retaining walls that are not over 4 feet \(1219 mm\) in height measured from the bottom of the footing to the top of the wall, unless supporting a surcharge or impounding Class I, II or IIIA liquids.](#)

(5) Water tanks supported directly on grade if the capacity is not greater than 5,000 gallons (18 925 L) and the ratio of height to diameter or width is not greater than 2:1.

(6) Sidewalks and driveways not more than 30 inches (762 mm) above adjacent grade, and not over any basement or story below and are not part of an accessible route.

(7) Painting, papering, tiling, carpeting, cabinets, counter tops and similar finish work.

(8) Temporary motion picture, television and theater stage sets and scenery.

(9) Prefabricated swimming pools accessory to a Group R-3 occupancy that are less than 24 inches (610 mm) deep, are not greater than 5,000 gallons (18 925 L) and are installed entirely above ground.

(10) Shade cloth structures constructed for nursery or agricultural purposes, not including service systems.

(11) Swings and other playground equipment accessory to detached one- and two-family dwellings.

(12) Window awnings in Group R-3 and U occupancies, supported by an exterior wall that do not project more than 54 inches (1372 mm) from the exterior wall and do not require additional support.

(13) Nonfixed and movable fixtures, cases, racks, counters and partitions not over 5 feet 9 inches (1753 mm) in height.

(14) Agricultural buildings, other than milking barns, not intended for the use of the general public, on lands zoned Rural, Suburban and Natural Resources. The Building Inspector shall issue an exemption upon confirming that the subject parcel is so zoned, and that all set-backs or other requirements will be observed.

Agricultural buildings are defined by Section 202 of the California Building Code as “a structure designed and constructed to house farm implements, hay, grain, poultry, livestock or other horticultural products. This structure shall not be a place of human habitation or a place of employment where agricultural products are processed, treated or packaged; nor shall it be a place used by the public.”

Section 2. Severability

If any provision of the ordinance is invalidated by any court of competent jurisdiction, the remaining provisions shall not be affected and shall continue in full force and effect.

Section 3. Limitation of Actions

Any action to challenge the validity or legality of any provision of this ordinance on any grounds shall be brought by court action commenced within ninety (90) days of the date of adoption of this ordinance.

Section 4. Effective Date

This ordinance becomes effective thirty (30) days after adoption.

I HEREBY CERTIFY that the forgoing Ordinance was duly introduced at a regular meeting of the City Council of the City of Rio Dell on July 7, 2020 and furthermore the forgoing Ordinance was passed, approved and adopted at a regular meeting of the City Council of the City of Rio Dell, held on the July 21, 2020 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Debra Garnes, Mayor

ATTEST:

I, Karen Dunham, City Clerk for the City of Rio Dell, State of California, hereby certify the above and foregoing to be a full, true and correct copy of Ordinance No. 388-2020 which was passed, approved and adopted at a regular meeting of the City Council of the City of Rio Dell, held on July 21, 2020.

Karen Dunham, City Clerk, City of Rio Dell